

# NDP affirms traditional support for education

by Donald Savage  
CAUT Executive  
Secretary

The New Democratic Party at its annual conference in Montreal in March reaffirmed and amplified many of its traditional commitments to social programs including postsecondary education. It also opened a new window to the voters in Quebec. The significant question for the university community is how these two tendencies fit together and with what effect for postsecondary education. The main proponent of resolutions developing the NDP's historical support of postsecondary education and of research and development was Howard McCurdy, the NDP member for Windsor-

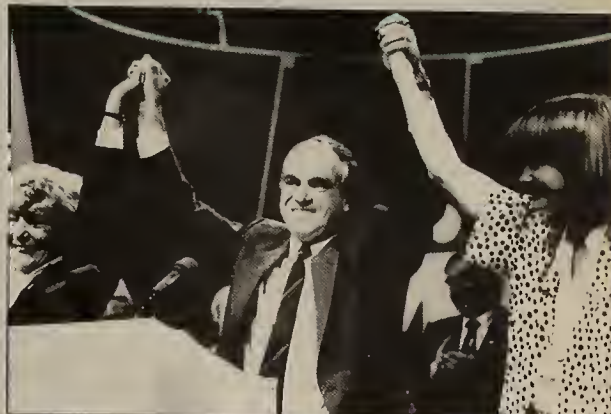
Walkerville. Mr. McCurdy, a former national president of CAUT and a former Chair of the Biology Department at the University of Windsor, headed a task force for the NDP last year on the problems of youth. Many of the Task Force's recommendations found their way into NDP resolutions and there were a good number of students present at the conference to push them. There were also resolutions forwarded by various constituencies notably Halifax West, Nickel Belt, Sudbury, Ottawa-Carleton, Saskatoon East, Dartmouth Halifax East, Burnaby, and Winnipeg-Fort Garry as well as the Federal Council.

The main motion on research and development (see box p. 15) passed without dis-

sent. It called for restoration of the funds cut from the transfer payments to the provinces and from NRC. It urged the implementation of the 5 Year Plans of the federal granting councils "without any necessity for private sector matching grants", and it called for a funding policy competitive with other leading industrial nations.

But there was some controversy in the area of policies pertaining to youth and to postsecondary education. Quebec delegates proposed amendments requiring that any policies approved be subject to the distribution of powers between Ottawa and the provinces. The question first arose with a motion on youth policy. The motion was

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Ed Broadbent flanked by Marion Dewar and new party pres. Johanna den Hertog.

## Rapport Bigelow: de la tolérance pour l'unité

par Donald C. Savage  
Secrétaire général  
de l'ACPU

Le rapport du Comité d'examen externe de l'ACPU était le principal point à

l'ordre du jour lors de la réunion du Bureau de direction à Ottawa en février. Le Comité a été créé par le Conseil de l'ACPU l'an dernier afin d'effectuer un examen externe en profondeur des activités de l'ACPU. Il a déposé son rapport en février, rapport qui a été présenté à tous les membres de l'ACPU dans le numéro de mars du *Bulletin*. Ce rapport sera au centre des discussions lors de l'assemblée annuelle de 1987 du Conseil de l'ACPU.

Les trois membres du Comité, soit Charles Bigelow, doyen de la faculté des sciences de l'Université du Manitoba, Sylvia Gold, présidente du Conseil consultatif canadien de la situation de la femme, et Paul Siren, ancien secrétaire général de l'ACTRA, ont participé à la réunion du Bureau de direction pour discuter du rapport. Pendant deux journées de discussions intensives, les membres du Bureau de direction se sont concentrés sur toutes les principales conclusions et recommandations du rapport. Etant donné que le rapport a été commandé par le Conseil et que c'est ce dernier qui le débattera, le rôle du Bureau de direction a consisté à donner son avis au Conseil.

Toutes les principales questions soulevées dans le rapport ont donné lieu à de solides arguments, tant d'un côté que de l'autre.

Essentiellement, on estime dans le rapport que les difficultés de l'ACPU proviennent de sa diversité et que les débats sur des questions comme les cotisations, ou autres, masquent souvent les problèmes fondamentaux de maintien de l'unité au sein d'un organisme représentant des intérêts aussi divers. Le rapport fait état de profondes divisions chez les membres de

l'association nationale, selon les schémas suivants: les grosses associations par rapport aux petites, les associations accréditées par rapport à celles non accréditées, les associations du Québec par rapport à celles du reste du Canada, les associations dans les provinces qui ont des organisations provinciales par rapport à celles dans les provinces qui n'en ont pas.

Le Comité a exprimé l'opinion qu'il serait impossible d'assurer l'unité de l'organisation si on ne fait pas preuve d'un certain degré de tolérance face à ces différences. Il a

Voir EXAMEN/16



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## bulletin

## Board to advise Council that major change needed

by Donald C. Savage

The report of the CAUT External Review Committee was the chief item of business when CAUT's Board of Directors met in Ottawa in February.

The Committee was created by the CAUT Council last year to conduct a thorough external review of the activities of CAUT. Its report was received in February and distributed to all CAUT members

in the March issue of the *Bulletin*. It will be the focus of debate at the 1987 annual Council meeting of CAUT.

The three members of the Committee — Charles Bigelow, Dean of Science at the University of Manitoba, Sylvia Gold, President of the Canadian Advisory Council on the Status of Women, and Paul Siren, former General Secretary of ACTRA — attended the Board meeting for the discussion of the report.

In an extensive two-day debate, Board members zeroed in on all the report's major findings and recommendations. Since the report was commissioned by the CAUT Council and will be debated by that body, the job of the Board was to give its advice to the council.

Strong opinions were expressed on both sides of all the major issues raised by the

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CAUT interview  
with  
ED BROADBENT  
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## Spectre of layoffs raised at Regina

The Government of Saskatchewan has imposed no more than a zero percent increase in operating grants on the University of Regina for the next two years. In addition the Education Minister has sent an instruction to the university in regard to its deficit and its future plans. The projected cumulative deficit as of 31 March 1987 will be approximately \$5.5 million out of a

total current operating budget of \$49,464,000 (the university's figures) or \$55,000,000 (the government's figures).

The government of Premier Devine, which was recently re-elected, has told the university to balance its books each year for the next four years and to eliminate its cumulative deficit in the same period of time with payments of \$500,000 in 1987/88, and \$1,500,000, \$2,500,000 and \$1,000,000 in the subsequent three years.

This means a cut by these amounts in the funds available for the normal operations of the university.

The government states that

it "does not underestimate the difficulty of meeting these fiscal targets...Consequently it is understood that changes to the program array may be required." The government indicated the program areas in which it wanted the university to specialize. The list did not include five existing areas — journalism, engineering, social work, physical activity studies, and graduate studies. The document also stated: "There is concern within society as a whole that academic staff enjoy some conditions of work that may be out of step with experience elsewhere in society". The government's plans inevitably raise the spectre of layoffs.

The government wants a meeting in one or two weeks with the universities to begin discussion of this process.

CAUT has been asked for assistance. While this issue of the *Bulletin* was going to press, the President and the Executive Secretary were meeting with faculty, administrators and others in Regina to plan this assistance.

The government has also sent an equivalent document to the University of Saskatchewan, although the university does not have a deficit at the moment. It had previously indicated to the university that there would be zero increases in the next two years.

There will be further  
details on Regina in  
the May issue.

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# CAUT comments/Commentaires de l'ACPU

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The stuff of Canadian politics is grand schemes, mega projects, and abstractions of historic proportions. In fact, Canada's political landscape is strewn with the corpses of failed mega promises. Think back over the past 20 years — mega offshore oil and gas developments, mega diversions of water to the US, mega dams, independence, constitutional reform, national industrial strategies, tar sands recovery plans. All of these projects were going to bring us the ultimate solution to our ills. Canadian political leaders have felt compelled to find the ultimate policy, the policy to end the need for further policies. These schemes promise everything from never-ending economic prosperity to peaceful French-English co-existence.

Canada's political leaders subscribe to the quick fix theory of politics. The current crop exhibit the same characteristics as their predecessors, for example, are we to believe that free trade will bring us endless prosperity or is indeed part of our manifest destiny? I have some sympathy for the uncertainty expressed by the Opposition about the Tory vision; we are expected to swallow the idea that, if the government were to reveal its bargaining strategy on free trade, our negotiating position would be weakened. Bargaining in public is assumed, apparently, to be a foreign (an American?) concept and hence is to be avoided if we are to protect our cultural industries.

A second feature of these visionary but unrealistic policies is that they stand alone and do not form part of a broader policy strategy. We are asked, nonethe-

less, to believe that such policies are the key to our future. Some countries have five year plans, others national industrial strategies, Canada has "visions". No contingency plans are built in for the possibility that a policy will not meet all our expectations, let alone cause new problems.

Pollsters love these schemes. They lose no time in asking 1000 Canadians if they are for or against them, but never if they can explain what the policies in question are all about.

A third feature of such visions is that they are often based upon an incomplete understanding of the problems that need to be solved. Free trade is a good example. Virtually every political leader in the country has told Canadians that the new world economic order will be based upon the development and exploitation of ideas and that Canadians will have to be well educated in order to prepare for possible career changes. Free trade — however it evolves — will require that we meet direct competition from the US. Yet, Canadian universities, which are the major producers of highly educated personnel and new ideas in this country, do not have resources comparable to their American counterparts. While the federal government has been pursuing "prosperity", it has been freezing research budgets and cutting higher education transfer payments.

So much for visions. The only thing we can be sure of is that Canada's eco-

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by/par Ron Levesque

La politique canadienne est faite de programmes grandioses, de méga-projets et d'abstractions de proportions historiques. En fait, les épaves de méga-promesses non tenues parsèment le paysage politique canadien. Il suffit de songer aux 20 dernières années: méga-projets de mise en valeur des réserves pétrolières et gazières au large des côtes, dérivation de grandes quantités d'eau vers les États-Unis, méga-barrages, indépendance, réforme constitutionnelle, politiques industrielles nationales, programmes d'exploitation des sables bitumineux. Tous ces projets étaient censés représenter la solution ultime à nos difficultés. Les dirigeants politiques du Canada se sont sentis obligés de définir la politique ultime, celle qui rendrait toutes les autres inutiles. Ces grands projets laissent tout miroiter, de la prospérité économique sans fin à une co-existence harmonieuse entre francophones et anglophones.

Les dirigeants politiques du Canada sont des adeptes des solutions rapides. L'équipe actuelle présente les mêmes caractéristiques que la précédente. Ainsi, devons-nous croire que le libre-échange nous assurera une prospérité sans fin ou encore qu'il "n'est inévitablement dans notre destin"? Dans une certaine mesure, je comprends les interrogations de l'Opposition face aux vues des Conservateurs. L'on s'attend à ce que nous gôbions que si le gouvernement faisait connaître sa stratégie de négociation, nous nous retrouverions dans une position affaiblie. L'on semble présumer que la négociation "publique" est un concept étranger (américain?) qu'on doit écarter pour assurer la protection de notre culture.

Un autre aspect de ces politiques visionnaires et irréalistes est qu'elles semblent subsister en vase clos et ne pas faire partie d'une stratégie plus globale. Néanmoins, on nous demande tout de même de croire qu'elles sont la clé de notre avenir. Certains plans élaborent des plans quinquennaux, d'autres des stratégies industrielles nationales. Le Canada se contente de "visions". Aucune solution de rechange n'est prévue au cas où une politique ne produirait pas les résultats escomptés, ou même pire, créerait de nouvelles difficultés. Les firmes de sondage adorent ces façons de procéder. Elles s'empressent de demander à 1000 Canadiens s'ils sont pour ou contre ces politiques mais jamais s'ils en comprennent le sens.

Finalement, ces politiques visionnaires se caractérisent par le fait qu'elles sont souvent fondées sur une compréhension des problèmes à résoudre qui n'est que partielle. Le libre-échange offre un bon exemple de cela. Il n'est pratiquement pas un chef de parti au pays qui n'ait dit aux Canadiens que le nouvel ordre économique mondial sera fondé sur le développement et l'exploitation des idées et qu'ils devront être suffisamment bien formés pour faire face à de possibles réorientations de leur carrière. Peu importe sa tournure, le libre-échange exigera de nous que nous puissions affronter la concurrence directe des États-Unis. Pourtant, les universités canadiennes, qui sont les principales responsables de la formation de main-d'œuvre hautement spécialisée et du

Voix COMMENTAIRES/18

## Censured Administrations

Censure means that CAUT has concluded that a university administration has breached one or several of the fundamental principles of academic freedom and governance which CAUT believes to be indispensable to the proper functioning of a university. It also means that the university administration has resisted all reasonable suggestions from CAUT for a resolution of the dispute. Censure is a notice to all members of CAUT that they should inform themselves, in their dealings with a censured administration, of the issues involved in the censure. In particular, CAUT members are asked not to accept appointments at a censured university, not to accept invitations to speak at or attend academic conferences at a censured university, and not to accept any distinction or honour that might be offered by a censured administration. Faculty members employed at a university whose administration is under censure are asked to support and assist efforts to convince the administration of the necessity for a settlement of the dispute. Advertisements for positions vacant in universities under censure are not carried in the CAUT Bulletin.

CAUT recognizes, of course, that censure imposes a burden on members of the academic staff and students at censured universities. It is the view of the association, however, that censure, and the sanctions associated with it, is necessary both to publicize the unsatisfactory conditions which exist in the censured university and to persuade the university administration that it should adhere to standards now widely accepted in the Canadian academic community.

The following administrations are under CAUT censure: President and Board of Governors, University of Calgary (1979). Censure was imposed because of the circumstances surrounding the decision not to renew the appointment of a member of the Faculty of Medicine when his appointment at an associated teaching hospital was terminated and because of a University regulation imposing a quota on the proportion of faculty members who may hold tenured appointments.

President and Board of Regents, Memorial University of Newfoundland (1979). Censure was imposed when the appointment of a member of the School of Social Work was not renewed under circumstances which suggested that her political views were unacceptable to the University administration and when the administration and Board of Regents was unwilling to agree to a fair procedure to determine whether the faculty member had been fairly treated. Full information on the above censures is available on request.



## À la rédactrice/To the editor

## Warning - sabbatical leaves

Last year a number of us who were planning to travel on our sabbatical leaves to France read an article in the CAUT Bulletin on how to do it. In particular the article described how to order in Canada and take delivery in Europe of a car that could later be brought back to Canada.

The rules for Canada were: one must be a non-resident of Canada for over a year and must have owned the car for at least six months. Under these conditions a substantial portion of the Canadian customs duty would be waived. The rule for the Common Market was: if a car purchased in the EEC is exported within a year then the EEC tax need not be paid. Apparently very reasonable and a good deal.

There are ten families around Aix-en-Provence who have purchased Volkswagen Jetta's and who know that a

strong word of caution is in order.

French customs law imposes more rigorous conditions than those of the EEC. It states that a tourist may import a car into France duty-free for a period of up to six months. But if one is, or intends to be, a resident for a period longer than six months, and has imported a car into France, then one has to pay the customs duty on it (in effect, 1/3 of the value of the car). However, the law also makes an exemption for those in France for study or research, who may remain for up to a year and not pay the customs duty on a car that they bring into France. It seems all is in order, then, for professors on research or wishing to study French language or culture to purchase a German car in Canada, take delivery in Germany or elsewhere, and then spend up to a year, more than six months

at least, in France with their car.

That in fact was the advice a number of us received from the French consulate in Toronto, from the French consulate in Montreal, and from the French embassy in Washington. The remainder received similar advice from Volkswagen Canada.

This advice, however official, we have found to be misleading.

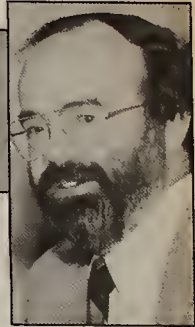
The French Customs law requires the cars for which the exemption is made beyond the six month tourist limit to be normally licensed for the country where they are registered. Volkswagen Germany puts West German tourist ("Z") plates on cars that are intended for export within a year. Some French customs agents therefore hold that these cars are not exempt from customs duty. For these cus-

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# President's message/ Le mot du président

by/  
par Allan Sharp



During my term as president I have been struck by the similarities between lobbying and research. Both require considerable investments in cash, hard work and good ideas long before results are obtained. The machinery is built, tested, modified and retested. Plans are continually revised and reassessed. There are disappointments, and times when the progress is painfully slow. A certain optimism, even a leap of faith, is necessary.

Nevertheless, you keep investing, believing that you will ultimately achieve your goal. And looking back over the long term you can identify some major steps and gain the energy to persevere. Anyone who demands rapid success understands little about lobbying or research.

Looking at the major steps we have taken over time, it is clear that our progress has been good. We must now press on to consolidate the gains.

The most important measure of our success is that we have forced our concerns onto the political agenda and into the public awareness. It is now conventional wisdom that Canada's funding of research and

higher education needs urgent attention. This was not the case only five years ago. CAUT's research on U.S. funding compared to Canada, on the low percentage of our population who work in R&D, and on the long term economic disaster this will cause, particularly in a free trade environment, is commonly used in the media. We are constantly asked by the press for information and opinions and meet regularly with them to reinforce this. Many articles have appeared as a direct result of these meetings.

Within the past two years we have also achieved the political means to stir the issues and solve the problems. These include: a parliamentary committee on research, science and technology; the Prime Minister's advisory committee on research and technology; working groups of federal-provincial science ministers; and the National Forum on Post-Secondary Education. All are necessary steps but none are sufficient.

The National Forum is particularly important. For the first time there is a secretariat in Ottawa representing both levels of government and the

university sector working to find solutions. We first proposed such a tripartite group in 1984, and are pressing for it to become permanent. This is a far cry from the government denying that problems exist, which they did only a few years ago.

CAUT has also stimulated a

**The most important measure of our success is that we have forced our concerns onto the political agenda and into the public awareness.**

common front among faculty, administrations and students. This was crucial to obtaining the National Forum, and has strongly influenced the agenda of the Forum. As recently as the British Columbia crisis, governments were able to deny the problems because there was no common position from all sectors of the university community. We established the Consortium of 31 scientific and

educational societies and convinced their members that our concerns on research funding and EPF were also their concerns, thus extending the common front beyond the universities.

We have demonstrated the capacity to embarrass the politicians. Our election issue of the *Bulletin* extracted clear and unequivocal promises on research and university funding. We were the only national university group to do so. Our follow-up "The Tory Record" had a strong impact among the press and on Parliament Hill, greatly increasing the pressure for action on those promises. Our series of letters on research to back bench Tory MPs produced a flurry of mail to cabinet ministers from their own colleagues.

Our postcard campaign on research funding was another success. The highly publicized "grey power" revolt that forced the government to maintain indexing of old age pensions produced 100,000 pieces of mail from a political constituency of millions, only about 7 times what we produced from our 25,000 members. This comparison has not been lost on the

government. They know our members feel passionately about the issue.

We have also established access to the decision-makers. We have met all cabinet ministers whose responsibilities touch us. Our staff is in regular contact with the civil service in those departments. We were among the small number of groups invited to the last two First Minister's Conferences.

The Tories came to power with a strong ideological commitment to reduce the deficit and slash government spending which was reinforced in the 1984 Wilson economic blueprint. They established the Nielsen Task Force to tell them how. There was considerable pressure on the task force to end the EPF transfers and to drastically cut government research funding. It was argued that research should be done in

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Au cours de mon mandat, les similitudes entre la recherche et l'exercice de pressions m'ont frappé. Dans les deux cas, il faut investir considérablement, travailler avec acharnement et avoir de bonnes idées bien avant d'obtenir des résultats. Le mécanisme est monté, expérimenté, modifié et expérimenté de nouveau. Les plans sont continuellement revus et réévalués. Il y a des déceptions et des moments où les progrès sont terriblement lents. Il est nécessaire de faire preuve d'un certain optimisme ou même d'avoir un soupçon d'espoir.

On continue néanmoins d'investir tout en croyant finir par atteindre son but. Puis, en regardant le long chemin parcouru, on peut constater quelques progrès importants et renouveler ses forces pour continuer. Quiconque exige une réussite rapide ne comprend pas grand chose au lobbying et à la recherche.

Si nous nous arrêtons aux progrès que nous avons faits avec le temps, il est évident qu'ils ont été fructueux. Nous devons maintenant continuer à consolider nos gains.

Notre succès dépend en majeure partie de notre obstination à sensibiliser les politiciens et le grand public à nos préoccupations.

Il est maintenant reconnu que le financement de la recherche et de l'enseignement postsecondaire au Canada a besoin d'une attention urgente. La situation était tout autre il y a cinq ans. Les médias se servent couramment de l'étude effectuée par l'ACPU sur le financement des États-Unis comparé à celui du Canada, sur la faible proportion de Canadiens travaillant dans le domaine de la R & D et sur le désastre économique à long terme que cela entraînera, particulièrement dans un milieu de libre-échange.

Les membres de la presse nous demandent constamment des renseignements et notre opinion sur le sujet. Nous les rencontrons régulièrement pour renforcer cette communication. Ces rencontres ont donné lieu à la publication de nombreux articles.

Au cours des deux dernières années, nous nous sommes également servis de moyens politiques pour faire connaître ces problèmes et les régler. Il y a eu, entre autres, la création d'un comité parlementaire sur la recherche, les sciences et la technologie, du comité consultatif du premier ministre sur la recherche et la technologie, des groupes de travail fédéraux-provinciaux des ministres des

sciences et du Colloque national sur l'enseignement postsecondaire. Ces initiatives sont toutes nécessaires mais insuffisantes.

Le Colloque national revêt une importance particulière. Pour la première fois, il existe à Ottawa un secrétariat qui représente les deux paliers de gouvernement et le secteur universitaire dans le but de

**Notre succès dépend en majeure partie de notre obstination à sensibiliser les politiciens et le grand public à nos préoccupations.**

trouver des solutions. En 1984, nous avions déjà proposé la formation d'un groupe tripartite comme celui-ci. Nous faisons des pressions maintenant pour qu'il devienne permanent. Nous sommes loin du refus du gouvernement d'admettre l'existence de problèmes, ce qui était sa position il y a deux ans seulement.

L'ACPU a également encouragé la formation d'un front commun entre les professeurs, l'administration des universités et les étudiants.

Pour obtenir la mise sur pied du Colloque national, cette coalition était primordiale. Elle a d'ailleurs fortement influencé le programme du colloque. Pas plus tard qu'au moment de la crise des universités en Colombie-Britannique, les gouvernements pouvaient refuser d'admettre les problèmes parce qu'aucun secteur du milieu universitaire ne partageait d'opinion commune. Nous avons mis sur pied un consortium de 31 sociétés pédagogiques et scientifiques et nous avons convaincu leurs membres que nous nous préoccupions autant qu'eux du FPE et du financement de la recherche. Nous avons donc élargi le front commun au-delà des universités.

Nous avons montré que nous pouvions mettre les politiciens dans l'embarras. Le numéro du *Bulletin* portant sur la campagne électorale fédérale a arraché des promesses claires et non équivoques sur le financement de la recherche et des universités. Nous fûmes le seul groupe universitaire national à le faire. Deux ans plus tard, nous avons publié dans le *Bulletin* le "Bilan du PC" qui a eu de fortes répercussions chez les membres de la presse et

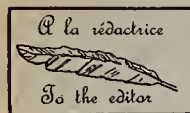
sur la Colline parlementaire. La pression pour concrétiser ces promesses s'est donc considérablement accrue. Par ailleurs, la série de lettres portant sur la recherche, que nous avons envoyées aux députés conservateurs d'arrière-banc, a entraîné un déferlement de courrier de leur part chez leurs collègues ministres.

De plus, notre campagne d'envoi de cartes postales a remporté du succès. La révolte des "têtes grisonnantes", qui a fait la une des médias et qui a forcé le gouvernement à maintenir l'indexation des pensions, a entraîné l'envoi de 100 000 lettres de protestation parmi des millions d'électeurs, soit seulement 7 fois environ ce que nous avons obtenu de nos 25 000 membres. Le gouvernement n'a pas manqué de faire la comparaison. Il sait que la question intéresse passionnément nos membres.

Nous avons également su établir des liens avec les décideurs. Nous avons rencontré tous les ministres responsables des secteurs qui nous intéressent. Notre personnel entretient des rapports réguliers avec les fonctionnaires de ces ministères. Nous avons fait par-

Voir **PRESIDENT/18**





## FRANCE.....2

toms agents, professors on sabbatical with cars with German "Z" plates and who show the intention of residing in France for more than six months, e.g., by applying for a carte de séjour or by enrolling a child in a French school, are not eligible for even the six month tourist exemption and must immediately pay French customs duty.

This is not true of all customs agents. For example, it does not seem true of the office at Nice. But it is true for the office at Marseille.

One of us was stopped on the autoroute from Aix to Marseille, and is now engaged in a lengthy argument with the customs bureaucracy about the duty that is said to be owing and the fine that he should; in addition to that duty, pay. He now has a paper which lets him use his Jetta though the car is now under the official control of French customs. Another of us was stopped at the Marseille airport and ordered to pay an immediate fine of FF13,000.00 or else leave the car with customs officials at the airport; further details would be worked out later. He was accompanied by armed guard to his bank to obtain the money. While he was at the customs office, an American who had an Audi with "Z" plates was in the next room being fined FF20,000.00.

Customs in Marseille do not accept as an excuse that someone has been misinformed by a consulate or embassy abroad.

The Canadian consul in Marseille has been of little help, to date at least.

Though not all customs agents read the law as do those in Marseille, there are no doubt others that do.

There is no uniform interpretation of the law. And when those who interpret it strictly come to apply it, there is no equity.

We therefore cannot recommend that anyone intending to stay in France during their sabbatical buy a German car with "Z" plates with the intention of bringing it back to Canada: the penalties risked are too great, and even the harassment that one might receive from French customs is too great a cost.

We should add that Jettas are favourite targets of vandals: of the ten of us, nine have had their radio/tape decks stolen, and for one person, it was stolen a second time after the original theft was replaced; several cars have been vandalized twice, and two have been damaged three times.

## Open letter to Sheila McIntyre

To be the conspicuous standard-bearer of a just cause in a crumbling stronghold of

# Academic freedom in West Bank universities

The Middle East today is replete with a myriad of horrors, including the barbarism of the Iran-Iraq war, the Syrian-sponsored massacre of Sunni Moslems in Tabaneh, the obscene regularity of kidnappings in Beirut, hijacking and airport killings, the disappearance and execution of Lebanese Jews, bombings and stabbings in Jerusalem's Old City and, in general, the ubiquity of repressive Arab authoritarian regimes. We were dumbfounded, then, to read the letter headed "Repression in West Bank Universities" in the *CAUT Bulletin* of January, 1987, protesting the policies of the only democracy in the Middle-East with respect to "academic freedom" in West Bank universities.

The 37 signatories refer to the periodic closing of some of the universities by Israeli officials, administrative detentions and the imposition of censorship. Indeed, we are told that all this and more is a consequence of the Israeli practice of applying "collective punishment" to insignificant and banal offenses by "unruly" students. In order to assess these claims, it is imperative to consider some basic facts and to place them in a proper framework — a perspective strikingly absent from the letter printed in the *Bulletin*.

As a consequence of Jordan's entry into the Six Day War, the West Bank Territories came under Israeli control in June 1967. Throughout the 1948-1967 period of Jordanian administration, no university was permitted in the West Bank. Students who wished to attend university went to other Arab countries, or abroad. To remedy this injustice, Israel enacted illegal legislation permitting the establishment of universities in Ramallah (Bir Zeit), Nablus (An-Najah National University), Bethlehem (Frères University) and Hebron (As-Shara'iye College and Islamic Centre). In that no Israeli legal infrastructure existed allowing for the incorporation of universities on the occupied West Bank, it was decided that the Jordanian Education and

Culture Law would be adapted to this new situation. For the first time ever, Arab students in the West Bank would be able to receive a university education without leaving home.

In spite of periodic disruptions, protests and other inconveniences, Israeli supervision of West Bank Universities is generally benign. These institutions have flourished, and enrollments have grown steadily. It is unfortunate that the signatories fail to distinguish between overseeing a university in a formally "occupied" territory and the more common police-state characteristics of many of Israel's neighbours, where the most rudimentary freedoms of expression are denied. To understand why clashes occur between Israeli forces and students in some West Bank Universities, we should, as academics, investigate the precipitating causes and the overall political atmosphere before succumbing to the uncritical temptation to dash off letters disproportionately critical of Israel. In spite of the fact that the International Law applicable to occupied territories permits severe restrictions on the civil liberties of their inhabitants, students in West Bank Universities possess far greater rights than Jewish students — indeed, even Arab Students — in Middle-East countries outside of Israel. After reading this letter protesting Israel's policies we were reminded of Thomas Paine's reaction to Edmund Burke's concern for the plight of the aristocracy in *Reflections on the Revolution in France*: Burke "plucked the plumage but forgot about the dying bird."

Academic freedom exists in Israel and in the West Bank Territories. However, neither Israeli law generally, nor locally-applicable Jordanian law, allow for the disruption of political order, violence and sedition on campus, any more than such activities would be permitted at any Canadian university. All West Bank universities are able to receive necessary academic materials, supplies and equipment subject to standard security precautions, and lecturers teach

freely, without external intervention. What is, not countenanced are PLO activities and subversion under the guise of academic freedom. However one reacts to Israel's policy toward the PLO, one must acknowledge that the PLO, programmatically committed to Israel's destruction and the use of terror, is not a pacifist organization engaged in the disinterested pursuit of intellectual truth. As long as West Bank universities act as frameworks within which threats to the rule of law and incitements to insurrection occur, Israeli supervision and interference, as unpleasant as it may be to our liberal sensibilities, will continue.

In fact, however, many university closings are not precipitated by Israel, but are often the decisions of local university administrators. The student councils of these universities are overwhelmingly supportive of various factions of the PLO and often espouse internal struggles (come what Muslim fundamentalist groups) which culminate in violence, as in the 25 May 1985 disturbances at Bir Zeit, where 40 students were seriously wounded. The Bir Zeit administration expelled five of the students and shut down the university for several weeks. The behaviour of students at these West Bank universities has been often violent and destructive — not simply "unruly", as stated by the signatories. To see the recent demonstration at Bir Zeit simply as a student protest for academic freedom, is an intellectual travesty.

The *Al Fajr*-sponsored survey of Palestinian political attitudes referred to by the signatories, conveniently omits data which show students to be overwhelmingly supportive of violent solutions — solutions which go beyond territorial and national compromises — and to support unambiguously the destruction of the State of Israel. Campus detentions and closures are not the consequences of a consistent Israeli policy designed to deny academic freedom. They are sporadic by-products of the more complex political and

security issues which inform Middle-East politics.

The observations of Dr. Sharif Kna'awa, the then-Acting Principal of An-Najah National University, are edifying. In an interview reported in the 19 August 1984 issue of *Al-Fajr*, he states that West Bank Universities:

are becoming centres for power politics instead of centres for education...The resulting confusion is not a legal offspring of the difficult conditions with which we must deal, nor is it the result of a lack of national rule, because not every society without its own state has such confusion existing at such a murderous level.

It is not possible in a brief letter to describe all the incidents which have occurred at West Bank universities. One should again note, however, that several closures have been instituted by university administrators. The signatories refer to "Bethlehem University operated by the Catholic Church" as having been closed down with the arrest of its student leaders. Was it not as recently as November and December of 1984 that Bethlehem University experienced a series of stabbings and clashes because of an internal PLO dispute? This lead to the administration's closing down the university for a short period (November 23, 1984). This action, however, did not prevent a further outbreak of violence in student dorms on December 11.

It is interesting, indeed, that not all university closings result from violence and campus unrest. At times administrative efforts to enhance the academic quality of West Bank universities have engendered student demonstrations. As for what often passes as academic learning, certain values and practices align to our tradition of education are evident. The enclosed, 1986 Palestinian Youth Committee student calendar celebrates the murder of Israeli athletes in Munich and the murder of Israeli high school pupils in Maalot. Other documents tell how to build bombs with optimum

tactical effect. Are these activities the 37 signatories' definition of academic freedom?

Undoubtedly, the academic environment at West Bank universities is less than ideal. It is a conflictual environment in which academic and political issues are inextricably linked and normal university life is often disrupted, at times violently. It does, however, seem disproportionate, and even vulgar, for a group of 37 academics to protest, on purported academic grounds, Israel's policy toward these West Bank Universities. Their concerns, given the complete absence of any reference to context or to the reality of "academic freedom" in Arab countries, are evidently political, and it is somewhat disingenuous for them to seek redress from an academic body like the CAUT. It would be, therefore, ill-advised and premature for the CAUT Board to consider this protest at its 20 February meeting. Should, however, the Board do so, we assume it will be "above board" and also look into the nature of academic freedom in Jordan, Iran, Iraq, Egypt and Syria. It would, then, also be edifying if you could investigate the accessibility of these universities, to the few remaining Jews in these countries, the availability in libraries of a variety of scholarly library materials expressing different points of view, and so on.

To conclude, we would like to express our indignation about the CAUT's seeming willingness to engage itself on behalf of clearly politicized efforts by academics pushing a political agenda under the guise of concern for academic freedom. We would have expected our Association to be less naive, and better informed, and less ready to lend itself to purposes so evidently at variance with the real meaning of academic freedom.

Frederick Krantz  
Department of History  
Harvey Shulman  
Department of Political Science  
Concordia University

See MORE/6

oppression is a hard task. You have given a perspective and moving account of how it felt for you. Before the objectives you aimed at are won on university faculties, others will go through the same sort of thing at many campuses. Maybe you can even be persuaded to take on the role again — not because it's an enviable one, not because it will get you academic brownie points (it won't), not because your suffering wasn't real, but because society needs the victory of feminism and the kind of work you did is essential. It

must be done, and it sounds as though you did it very well. There are two considerations I'd like to add to your many.

Though you speak of ostracism and alienation, there is another important pressure resulting from the role of principled pariah. You are under pressure to be perfect. Your every lapse, even merely tactical or expository, is seized on by opponents snug in conviction of majority status and entrenchment. It's hard to avoid lapses when your friends are few. But your opponents

make fools of themselves just the same, haven't you noticed? It's not just because they're wrong, it's also because they're overconfident. That's the saving mercy of the pitiless pressure to be perfect under the spotlight of opprobrium. Though it's unfair and harrowing, and though it can't make you perfect, it can draw from you extra efforts of fairness, extra self-criticism and originality, extra creativity denied to the smug.

-- Even more important, I hope you'll place a proper

value on your relation with sympathizers. You mention that some young women feminists were disheartened by seeing the antagonism directed at you. Naturally. But let me suggest the following way of drawing an overall balance. A certain volume of feminist expression took place, much of it by you, much of it by others who agree with you and even those who only partly agree. Recognize your allies: sometimes people are in it together without admitting it. And a certain volume of reaction was stimulated in

response from the defenders of the masculinist way. The reaction, however, was concentrated on you. Don't expect the enemy to be fair. Singling out one target is a form of the rational imperial policy of divide and conquer; its rationality does not require that it be fair. Don't let the enemy divide you from your friends.

Your account gives glimpses of many comparatively silent colleagues and students who were grateful for your stand-

See OPEN/8



# Annual mass lobby sees academics head for the Hill



Photos — Craig Layng

At the beginning of each new year, CAUT gears up to take its part in what has become an annual assault by academics on Parliament Hill. Known as the National Lobby, or the Annual Lobbying Week, the event, which is sponsored by the National Consortium of Scientific and Educational Societies, sees university faculty and students press the joint causes of higher education and university research in the Ottawa offices of federal members of parliament and key deputy ministers.

This year, the lobby was held February 2-6 and featured some 70 lobbyists and 130 politicians and senior bureaucrats. The Consortium worked closely with the Canadian Federation of Students throughout.

The following account is by CAUT Vice-President (External) John Evans who played an active part in the lobbying effort this year.

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by John Evans

The National Consortium's Lobby of MPs and Ministers, which took place in the first week of February, has become an annual event of some importance in CAUT's lobby-

ing calendar. It is one of these occasions in which academics who do not usually take part in any direct lobbying of politicians come out and have a go at it.

One of the lobby's strengths is that the politicians are faced with active academics who are quite willing to tell-it-as-it-is from their perspective. On more than one occasion this year, the individual expertise and accomplishment of my partners as successful and respected university researchers was an important element in presenting a convincing case.

For the academics involved, the mass lobby offers an opportunity to see the many different faces that the political machine of government presents to those who want it to listen. The MPs themselves are generally interesting people and nobody's fools.

The usual line of government MPs in argument is that they have a financial responsibility for the deficit and that prevents them from giving more money to research or to the universities. They are not at all reticent about this and demand chapter and verse on the effects of low funding.

However, it would be a mistake to think that all MPs from the government side are

automatically defensive of the present policies. A couple of MPs targeted this year had specific points of disagreement with present policies and were willing to tell us exactly how things should be changed. Not surprisingly, their interest really picked up when we were able to argue about the political consequences of some of the present policies.

The opposition MPs are generally less challenging because they are willing to use any excuse to attack the present government. They are also willing to deal in rather broad terms with the mid- and long term political agenda. This is occasionally amusing since one will contradict another. Themes do emerge, however, that can be a useful source of intelligence in the continuing plans for lobbying. Opposition members are always willing to point out how bountiful they would be if only they were the government. Liberals sometimes have to be reminded that it is not long since they were in fact at the helm.

The best session of the week for me personally was a visit to Energy Mines and Resources where we were met by a handful of Deputy Ministers of various orders. This group were not going to

take anything lying down and a lively discussion ensued which lasted eighty minutes. I hope my partner and I held our ground; I certainly think so. We were helped enormously by the fact that he was an active researcher in geology and knew a lot about the important projects that had been going on in the last decade.

The worst session of the week was one in which a certain minister's aide, who wasn't well briefed, delivered homily and advice on what we needed to do to put our own (i.e. the universities) house in order and how unimportant they were in his political world. He was not open to debate.

The lobby is certainly a useful exercise. John Trent of the University of Ottawa suggested that it might be a good idea to have parallel events in the provincial capitals at the same time as the Ottawa lobby. I think that is worth looking at — it would provide an opportunity for many more academics to get involved. It would also be worthwhile if the AUCC could be part of this assault on the politicians. Since the students and academic staff are already joined in this enterprise, it would be valuable to have the Presidents

along so that we could present a common front. Maybe next year the local associations can invite the presidents of their respective universities to join us in this annual event.

## Photos

Left From left clockwise: M.P. Lynn McDonald (NDP critic for Postsecondary Education); Prof. A. Dean Befus (Medicine — U. of Calgary); M.P. Simon de Jong (NDP critic for Taxation, member from Regina East which includes the U. of Regina); M.P. Howard McCurdy (NDP critic for Youth, former CAUT president); Prof. Allan Arbise (Urban Studies — U. of Winnipeg, president of Social Science Federation). Centre Left to right: Prof. Allan Sharp (Physics — UNB, CAUT president); Prof. Linda Bonen (Biology — U. of Ottawa); M.P. Robert Kaplan (Liberal critic for Justice,



Prof. John Evans

member from York Centre which includes York U.) Right Left to right: Representatives from the Canadian Federation of Students, M.P. Jean Charest (Minister of Youth).

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## Registrar

Dalhousie University, with 10,000 students in programmes of undergraduate, graduate and professional education, seeks a Registrar to provide administrative leadership in the areas of liaison with prospective students, admissions, awards and financial assistance, registration and student records, and in the preparation of the Calendar and related publications.

Reporting to the Vice President (Admissions and Research), the Registrar will be responsible for the operation of the Admissions and Awards Offices and the Registry.

This advertisement is directed to permanent residents of Canada, in accordance with Canadian immigration regulations.

Please reply by April 30, 1987 to: The Chairperson, Search Committee for a Registrar, c/o The Vice President (Academic and Research), Dalhousie University, Halifax, Nova Scotia, B3H 4H6.



**Dalhousie University**

## University of Ottawa Department of Geography: Chairman

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Candidates for the position should qualify for appointment at the Associate or Full Professor rank and have appropriate teaching and research experience in one of the three areas of studies. They should also demonstrate a working knowledge of English and French.

The appointment is effective January 1 or July 1, 1988.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Applications should be submitted before September 30, 1987 to:

Dr. Marcel Hamelin  
Dean of the Faculty of Arts  
University of Ottawa  
Ottawa, Ontario K1N 6N5



## Director, School of Architectural Science and Design, University of Toronto, Toronto, Canada

Applications are invited for the position of Director of the University of Toronto's newly established School of Architectural Science and Design. The School offers programs leading to the degrees of B.Arch. and B.L.Arch. The direction of the new School is to develop and enhance a strong base for teaching, scholarship and research through cross-appointments and linkages within the University, as well as to encourage interaction with the practising professions. To ensure that these objectives will be met, the Director must have a record of scholarship and research and demonstrated leadership abilities. It is expected that appointees to the School, including the Director, will hold cross-appointments in other faculties or departments in the University. The establishment of a new School is a unique opportunity to create an exciting environment wherein the programs of architecture and landscape architecture may flourish. The appointment will carry senior professorial rank. The salary will be commensurate with academic and administrative experience. Applications with C.V. and appropriate references should be sent to the Chair of the Search Committee, Professor Joan E. Foley, Vice-President and Provost, University of Toronto, Toronto, Ontario, Canada, M5S 1A1.

Both men and women are encouraged to apply. In accordance with Canadian immigration requirements priority will be given to Canadian citizens and permanent residents of Canada.



# More on academic freedom in West Bank universities

The January edition of the *CAUT Bulletin* contained a letter alleging large-scale repression of West Bank universities by Israeli authorities. The charge is a serious one and ought to be looked at carefully and dispassionately. We are sure that as academics, the authors of the letter do indeed value academic freedom. But their concerns seem strangely focussed and highly selective. We would gladly join the authors of the letter in calling for a wide-ranging investigation of academic freedom in all of the states in the area.

We too differ with some policies of the Israeli government. We too value the principle of academic freedom. But we know as well the damage that can be done to that principle when institutions of higher learning are exploited for purposes of subversion and violence. As well, we are concerned by the obvious attempt of this letter to condemn the State of Israel by the unbalanced use of selective information.

The situation of the West Bank is well known; it is not a happy one nor one that is easily soluble. Since 1967 its Arab population has been under Israeli rule and resents it. Yet the advances in education have been remarkable. Before the Israelis took control there was not one university and no post-secondary schools of any kind; Jordan would not allow any.

Today, with Israeli assistance the West Bank has the most highly-developed university system in the Arab world. There are six universities with 14,000 students — half of whom are women, an exceptional figure for a Moslem society — and 14 other technical schools and colleges. Indeed the West Bank's student population is almost proportionately as large as Israel's, is higher than many Western countries including Britain and France and is the highest in the Arab world. As well, since 1967 illiteracy has been drastically cut, enrolments in all schools have increased by 96%, the number of teachers by 90% and the number of classrooms by 93%.

There are obviously many reasons for this phenomenal growth, including the initiative of Palestinians themselves. But one fact remains: it was allowed — even encouraged — by Israeli authorities. Whatever the Israeli government's motives, it did not help create such a viable academic community in order to repress it. Temporary closures of universities and the institution of legal proceedings against students or faculty members occur only after much provocation. Where large-scale riots and terrorist activities emanate from a campus, the

Israeli government is put in a situation where it must respond to preserve lives and public order. No government, civilian or military, could act otherwise.

Unfortunately, as their academic directors readily admit, institutions of higher learning on the West Bank have become focal points for the initiation and organization of violent political activity, the formation of subversive and criminal groups, and the dissemination of incendiary and antisemitic materials. Various Palestinian Arab organizations view the universities in the West Bank as an important tool in the creation of an infrastructure for terrorist activity, with the university student councils and campus associations serving as vehicles to this end. Leaders of the various student groupings often graduate to a career in the PLO.

Terrorist cells organized on campus have on a number of occasions engaged in armed attacks on civilian targets off the campus causing fatalities and injuries. The directors and faculties of these universities, as a whole, have been unable to prevent such developments. In many cases, they have openly supported the extreme political agitation now characteristic of, and routine at their institutions. All this is a flagrant abuse of the privilege of academic freedom, and unfortunately, undermines the legitimacy and viability of West Bank universities.

The pervasive intervention of militant student factions in the academic life on campus, as well, poses a serious problem of control for university administrators. Student Council elections, which are conducted on the basis of sympathy to terrorist organizations, tend to become extreme political confrontations which overshadow and dominate the school year.

At Al Najah University for instance, the July 1986 student council elections were contested by four extreme terrorist blocs: A-Shabiba, representing Yasser Arafat's Fatah PLO group; the fundamentalist Islamic Bloc; George Habash's Popular Front group; and Nayef Hawatmeh's Popular Democratic Front.

Violence and significant property damage in and around West Bank university campuses, often tied to election campaigns, has become so endemic that university administrations themselves — and, pointedly, not the Israeli authorities — have been forced to cancel classes and close campuses for lengthy periods of time. The administration of Bir Zeit University closed the campus for one month in October 1984. Continued fighting

between leftists and Fatah supporters led to additional closure of the university throughout the year. In May 1985 violent confrontations among students left 40 injured and caused considerable damage to university property. The university administration expelled five student leaders and closed the university for most of the summer. Similarly, in November and December 1984, Bethlehem University and the Islamic College of Hebron were closed because of bitter intercommunal violence amongst student factions.

Incitement to violence and riot, along with other disturbances of public order at times have necessitated the intervention of Israeli security forces as well. Security forces have been required to rein in radical activists and to quell disturbances which the universities themselves could not — or were not willing to — control.

The letter in the January *Bulletin* criticizes Israeli "attacks" on "embattled" Palestinian educational institutions, noting only dismissively that "some students have been unfairly" hit. A more honest perspective on the admittedly difficult situation of West Bank universities

would have taken into account the obvious political and security problems. Instead, the authors of the same letter have chosen to argue for the existence of "an established pattern of Israeli repression against Palestinian universities in the West Bank and Gaza" by highlighting — without any reference to context — the instances of measured Israeli intervention designed to maintain order.

In fact, Israeli authorities have refrained from making full use of the powers granted them under international law so long as the university's activities, even when they have strayed from legitimate academic bounds, have not resulted in the disturbance of the peace in the area. Indeed, Israel is doing nothing other than what international law recognizes — the right or even obligation of any effective administrator of territory to maintain peace and order in the territory and the safety of its inhabitants. Nevertheless, Israel has allowed fierce and free-ranging political debate to flourish on the campuses, subject only to bounds of common-sense security limits.

Generally, researchers

who wish to undertake studies in the area are able to conduct their research without interruption, subject to standard security precautions. The universities are permitted to import academic literature, newspapers, journals and equipment appropriate to their requirements. In all, Israel's consistent policy has been to give students, teachers and their schools the maximum possible leeway in pursuing legitimate academic concerns, while clamping down on abuses of academic freedom that threaten public order and security. We recognize that the demands of security often have been harsh, and that the balance struck by Israeli authorities between academic freedom and security in certain specific instances has been questionable. We are convinced, however, that Israel's actions have been rightly motivated and, by and large, faithfully and fairly applied.

Academic freedom is not a license to riot. It must not include disruption of public order by incitement and threats of violence. Some of the Palestinians mentioned in the above-mentioned letter are self-admitted terrorists who were preparing to place bombs in various public places when they were caught. The previous president of the Al Najah University student council mentioned in the letter, for example, was a member of a terror group trained in Syria and sent to Israel to carry out attacks on civilians when he was captured.

As for the other individuals mentioned in the letter to the *Bulletin*, both Saeb Eraquet and Abed Satar Qasem are active members of the Fatah branch of the PLO and are free on bail awaiting trial for inciting violence. Dr. Munther Sallah, whom the authors of the letter charge was the subject of "arbitrary deportation and effective removal from office as president of the university" was in fact fired for his pro-PLO activity by the Jordanian government which appointed him and was recalled to Jordan where he now lives. He has not applied to Israel for the renewal of his work or residency permit. Finally Mohammed Shaddid was not dismissed as the authors of the letter would have us believe for his "role in supervising" a public opinion poll. Rather his work permit — as a foreigner he must obtain such permission yearly — was not renewed because of his wide involvement with Fatah activities. Would Canada, or any government for that matter, renew the permit of a foreigner who belongs to a terrorist organization whose avowed goal is the destruction of that state? We think

not. In any case it is instructive to point out that despite the widespread hostility towards Israel that characterizes the faculties of these universities, 95% of the foreign lecturers have work permits renewed routinely every year.

None of this is meant to suggest that we view with any favour the state of war between Israel and its neighbours, and the resultant state of occupation in the West Bank and Gaza Strip. We do not. Indeed we are deeply concerned about continuing, destabilizing acts of violence and conflict in the territories. We are troubled by the broader human rights implications of the existing political stalemate which perpetuate the conflict in the West Bank between Israelis and Palestinian Arabs, and we worry about the future of these young Palestinian universities. However, we reject the ill-informed and disproportionate attack on Israel and its policies inherent in the call for a broadly-based campaign to condemn an imagined Israeli "pattern of repression" against universities in the West Bank and Gaza. We call on the CAUT to reject such partisan importunings.

Irvyng Abella, History, York University;  
Howard Adelman, Philosophy, York University;  
John Allett, Social Science, York University;  
David Bercuson, History, University of Calgary;  
David Borwein, Mathematics, University of Western Ontario;  
Aurel Braun, Political Science, University of Toronto;  
Fred Cooperstock, Physics, Victoria University;  
Irwin Cotler, Law, McGill University;  
David Demson, Theology, Emmanuel College, University of Toronto;  
David Dewitt, Strategic Studies, York University;  
William Dunphy, Past Principal, St. Michael's College, University of Toronto;  
Robert Eden, Political Science, Dalhousie University;  
Sara Galsworthy, Microbiology and Immunology, University of Western Ontario;  
Sarah Gineite, Political Science, York University;  
Irvine Glass, Aerospace Studies, University of Toronto;  
Leslie Green, Political Science, University of Alberta;  
Jack Hyatt, History, University of Western Ontario;  
John Kirtton, Political Science, University of Toronto;  
Arthur Kruger, Principal, Woodsworth College, University of Toronto;

See WEST BANK/8

## International Statement on Academic Freedom and Tenure

### Introduction to international statement

Representatives of nine organizations of university academics from around the world, meeting in Washington, D.C., September 17 to 20, 1984, expressed grave concern over existing and potential threats to higher education and to principles which are fundamental to the universities. In particular, they discussed the threats in many countries to academic freedom and tenure in the universities, and reaffirmed their commitment to these principles and their resolution to resist attempts to weaken or undermine them.

They issued the following statement:

The primary mandate of a university, the discovery and the dissemination of knowledge and understanding, are absolutely dependent upon academic and intellectual freedom. Freedom in research is fundamental to the advancement of truth; freedom in teaching is fundamental for the protection of the rights of the student in learning and of the teacher in teaching.

Universities have a responsibility to society to defend and to maintain these freedoms, and to ensure that those engaged in academic pursuits can effectively execute their responsibilities. University teachers must remain free of the forces of special interests and political interference, if they are to fulfill society's expectations and their educational responsibilities.

Tenure constitutes the procedural safeguard of academic freedom and individual responsibility, and as such is essential for the maintenance of intellectual liberty and high standards in education and in scholarship. It is the means by which university teachers are protected against personal malice or political coercion, and by which it is ensured that those who, following rigorous evaluation, secure continuing university employment, can be dismissed only on professional grounds and according to due process.

Historically, the indispensability of academic tenure to academic freedom in universities throughout the world has been proven by events in situations where tenure has not existed. Nations must not forget the lessons of the past but must work to ensure that our institutions of higher learning continue to fulfill the educational needs of a free society.

### Signatories:

American Association of University Professors  
American Federation of Teachers  
Association of University Teachers (United Kingdom)  
Association of University Teachers of New Zealand  
Canadian Association of University Teachers  
Federation of Australian University Staff Associations  
Irish Federation of University Teachers  
National Education Association (USA)  
Syndicat national de l'enseignement supérieur (France)



# Broadbent on higher education and research

CAUT Executive Secretary Donald Savage conducted the following interview with the leader of the New Democratic Party, Ed Broadbent, in February.

**CAUT** — Our universities have been gripped by a deepening malaise. I think you know during the past five years there has been a growing uncertainty amongst faculty members about the role political leaders wish the universities to fulfill and we were wondering what you thought the role of Canadian universities might be in the next few years.

**BROADBENT** — The role of universities ought to be in the next few years, on the one hand, to serve as a repository of the accumulated intellectual tradition of our nation and our civilization and, on the other hand, to be a source for stimulating creative thought that will break new ground in our intellectual and cultural tradition. In short, I think universities always ought to have both a conservative role of preserving tradition and a creative role that takes us beyond that. This is of absolutely essential importance for the continuing growth intellectually and practically of a modern state.

**CAUT** — One part of that I presume is research and you know that the Conservatives have made lots of statements about research starting in the last election. I'm wondering what you think about the Tory record in research and what the NDP might do differently.

**BROADBENT** — It's the flip side, of course. The Conservatives promised, if I recall correctly, to double the federal allocation to R&D. The Japanese as well as others have learned the importance of knowing that, when you're cutting budgets elsewhere, it's a mistake to cut your intellectual resources, so that what the government did, instead of living up to their promise of increasing funds in R&D, they moved in the opposite direction. Therefore, on the basic statistical data of amounts of dollars, they've moved way opposite to what they promised. Secondly, in terms of their priorities, it's the new — as they would describe it — pragmatic, practically-oriented research programs they want to emphasize as opposed to basic research and development. The truth is — that's a mistake. Fundamentally, if you are going to put emphasis anywhere, it should be on basic research and allow the predominantly privately-owned economy like ours to fund the practically-oriented research that needs to be done. This should be done to a considerable extent, but by no means exclusively, in the private sector, but we must have great emphasis on basic research and development if we are going to have an intellectual foundation for more practical application afterwards. So if we continue to be the users of other peoples' basic research, we will always be behind. The countries where the basic research is being done in the modern world are increasingly where practical application occurs first. So that, by backing away from a solid commitment to basic research and development, we also indirectly are going to make ourselves more dependent on the practical research that is done by other countries in terms of their product development, which in turn comes out of their basic research. The other point I would make about this government in terms of post secondary education, of course, is the funding issue that involved cutbacks. We saw various forms of that with the Liberals with the 6 & 5 program. We saw cutbacks in post-secondary funding by changes in formulas

coming from the Liberals too. But now that whole problem has been exacerbated by the federal Conservatives with the net effect that less money is going out of the federal treasury to the provinces. What that means is that it exacerbates existing inequalities between the provinces. Those that have a pretty good financial base can do something about it, like the Province of Ontario which seems to be now improving somewhat in terms of their spending at the university level. They can do it, but the poor provinces can't. If the federal government cuts back, it just becomes extremely difficult for the poor provinces to move in.

**CAUT** — But on the research side, one of the things that has much involved the academic community since the Tories came into power has been the fate of the five year plan for NSERC and for the Social Science Research Council. I wondered what the NDP's views are?

**BROADBENT** — I'm going to have to excuse myself, I don't know the details personally. But Howard McCurdy (NDP - Windsor-Walkerville) has pursued this matter with vigour in the House.

**CAUT** — On the transfers to the provinces we have another concern, namely that Mr. Bourassa, in his five points which he has put forward for consideration in the renegotiations of the constitution, has said that he wants in some undefined way to limit the federal spending power which is what brought us in the first place the federal involvement in medicare and postsecondary education. I wonder if you have any reaction to this.

**BROADBENT** — As a general approach, which is the way he has talked about it, we in the New Democratic Party are opposed. In general, we haven't had to face that issue by way of a concrete proposition from a government that we have had to deal with. But I can tell you we would be opposed to that for exactly the kind of reasons that you've given; we consider our role historically in Canada has been very often to suggest creating useful ways for improving the human condition in Canada by using the federal spending power.

**CAUT** — On the matter of students, the question that has concerned us over the years is accessibility. Our view has been that every qualified student who wants to go to university should be able to go and I wondered what your reaction is to that general proposition.

**BROADBENT** — I feel they should clearly be able to go and if you look at what's happening to students... what's going to happen to students... it is just getting worse and worse all the time. In British Columbia, if I remember correctly, they don't have any grant programs now. And it's just horrendous to think what the average debt load is for a student who is finishing a degree. It is terrible. And what needs to be done is to shift away from the reliance on loans back to out-and-out grants for students. There is a major role to be played again by the federal government in this, not only because it's constitutionally legitimate but again, if we consider the inequality in terms of resources between the provinces, the federal government could be, if you like, the great equalizer. It should be doing exactly that. Lynn McDonald (NDP - Broadview-Greenwood) recently asked the questions in the House designed to probe the government for more money for grants. That's what we are saying should be clearly the emphasis.

**CAUT** — And in fact last year there was an NDP Task Force on Youth which went into, in some details, these and related problems?

**BROADBENT** — Right. It gave very specific proposals which I would direct your attention to. (See box.)

**CAUT** — What do you think the federal government should be doing to assist universities to develop positive action policies to remedy the imbalance between males and females in the universities?

**BROADBENT** — Well, affirmative action programs certainly are appropriate measures.

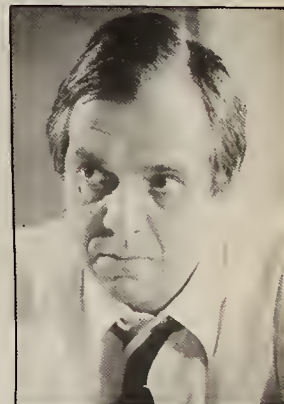
In terms of federal funding, we have advocated this in other sectors as a condition of funding; that is, that affirmative action programs be seen to be in place. I say that as leader — I underline this as you will note from my party that leaders are not allowed to create policy — it would be consistent with what we've had to say and what we've adopted as resolutions, namely that the federal funding and affirmative action programs in industry, for example, provide the principle that should be seriously looked at.

**CAUT** — Fairly recently the federal government has, in fact, said to these universities who get the lion's share of the research contract funds, that they believe that universities are now covered by the equality bill passed last year. I wonder what your reaction to that legislation is.

**BROADBENT** — It had no effective teeth in it. My recollection is that there was no enforcement mechanism provided. It was simply a case of good intentions but there was no way of assuring that those intentions would be carried out. There are no negative sanctions there, and there should be.

**CAUT** — I suppose one of the things that might occur to many of our members is that, if they are fed up with Tory policies in higher education, research, accessibility, would it not make more political sense to vote Liberal in the next election?

**BROADBENT** — Not if they have any historical sense, which I would hope they have. I would remind people specifically in that community (from which I myself emerged some years ago) that it was the Liberals who saw this to be a politically safe target for cutbacks. As self-serving as I may sound, I would hope now that the people in the university community, and in some sense above all in the university community, might be expected to have a better understanding of what a social democratic party is all about than the general population, and that they might consider what we've had to say for many years on post-secondary education as something quite serious to which we are committed. In the broadest sense, the role of the university, the role of R&D in our society, the role of the social sciences in our society — intellectually, these form a very important part of what I regard to be an



NDP leader Ed Broadbent

essential element of the social democratic approach to life. I suppose I would say it's time to give us a chance to see if we can live up to those things.

**CAUT** — What specific parts of the Liberal record would you contest?

**BROADBENT** — The cutback disputes that we had, at the time Marc Lalonde was Minister of Finance, on the transfer payments. We have just had a rerun with Michael Wilson. The level of research and development money compared to other industrial societies. I can also remember, early on when I was trade and industry critic for my party, making comparisons with other OECD countries, for example. The situation has basically never really improved — only in the most minuscule way. If you look at the percentage of our GNP that went into R&D as compared to other industrial countries, it was pitiful, and it never basically changed with the Liberals. So the overall percentage of

See BROADBENT/8

## NDP Task Force on Youth Recommendations

- (1) "Youth Prospects" — A program which would guarantee an income of no less than \$5,500 for each of two years for Canadians between ages 18 and 22 for job training, entrepreneurship, life skills training, or postsecondary education;
- (2) Education — Strengthening of the educational system through the provision of adequate and stable funding for post-secondary education, longer term and increased funding for university research and development, greater student accessibility to higher education, more flexible education programs, establishment of two national councils for primary/secondary and postsecondary education;
- (3) Training — A major national training initiative to be supported by Canadian business, expansion of programs for the long-term unemployed and disadvantaged, increased opportunities for study leaves from the workplace, support for ventures such as Katimavik;
- (4) Jobs — Tax breaks for new Canadian-owned and community based business initiatives offering jobs for young people, expanded federal job creation strategies for youth, more stable funding for non-profit community organizations which employ youth;
- (5) Equality — Promotion of native self-government, participation requirements for women, native people, and visible minorities in job training and creation programs, employment equity for women and minorities, support for non-profit community groups and programs for youth directed at helping disadvantaged, native and minority groups, initiatives to end streaming of women into "traditional" occupations;
- (6) Social realities — Major review of consequences of youth unemployment, increased funding for non-profit community groups aiding youth, construction of youth hostels offering counselling services, promotion of family life and sex education curricula in schools, preventative programs in schools to deal with drug and alcohol abuse, more effective reporting of sexual abuse, measures to deal with juvenile prostitution and pornography;
- (7) Participation — Support of national and regional networks for youth, organization of democratically-elected youth advisory councils on regional and national basis to share ideas and advise governments on policies affecting youth, increased youth representation on federal commissions and boards and on delegations to international organizations such as the UN.

*Le secrétaire général de l'ACPU, M. Donald Savage, a interviewé le chef du Nouveau parti démocratique, M. Ed. Broadbent, en février. L'entretien a porté sur une gamme de sujets qui intéressent le milieu universitaire, notamment le financement de l'enseignement postsecondaire et de la recherche, l'accessibilité à l'université, l'aide financière aux étudiants et l'action positive.*



## BROADBENT.....7

GNP devoted to funding, the cutbacks at the post-secondary education level of funding going to the provinces, these I think the Liberals were very bad at.

**CAUT** — Nevertheless, Mr. Turner says the party is reborn under him.

**BROADBENT** — He was the Minister of Finance in the previous government. I say, with respect, that Mr. Turner is a small "c" conservative man. If he has one kind of intellectual condition, it is a Michael Oak-shotian kind of conservatism. As a matter of fact, this could lend itself to a much more expansionist view in terms of financing for intellectual life in general, but it hasn't. Small "c" conservatism, as it is more frequently understood to mean, involves a prejudice in favor of the existing economic institutions and the market mechanisms as the allocator of financial goods and services in our society, i.e., that the government plays a much more distant role, essentially an arbitrator's role, in the society and lets the market place determine what happens. I think that is the

real John Turner. I think he believes that. I think that that's deep down inside of what I use as a slogan, "the man from Bay Street". The reality is that he feels more at home there. It's a more honest reflection of him. In this sense, to state the banally obvious, he is different from Pierre Elliott Trudeau. Trudeau's position — whether he always acted on it is another question — certainly philosophically was much closer to a social democratic view that the state ought to play a more positive role in bringing about certain things in society, including a higher level of basic research, creativity in the arts, and so on. Although it may be a new Liberal Party in some respects under Mr. Turner, I suspect that this means it will become a more small "c" conservative party than it was with Mr. Trudeau.

**CAUT** — I suppose one of the ways we can test what the NDP would do is to look at Manitoba. Many of our members in Manitoba think that the NDP government there is not very generous to the universities or very interested in their problems.

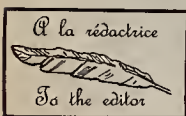
**BROADBENT** — I know that Charlie Bigelow, who is very active in my party, is

also very active in criticizing the NDP government in this regard right now. I will not comment in detail about the accuracy, because I don't know the accuracy. But I will simply say that if they are not living up to their own promises, then they deserve to be criticized as a government. I would make the usual but the appropriate distinction between federal and provincial responsibilities. If the Manitoba government hasn't lived up to the best of expectations in this field — as they have, I would argue, in others — I would, nevertheless, ask people to judge us as a federal party and give us frankly the chance to see if we would or would not.

**CAUT** — There is a tendency, I suppose, for faculty members to think in terms of what federal and provincial governments should be doing, but obviously universities should be doing something themselves. I wondered if you had any particular message to faculty members in terms of their responsibilities in the political process.

**BROADBENT** — Oh, yes. It is, frankly, to be much less conservative and much more community-involved in stating their own views very strongly. If I were going to make

a crude generalisation — I suspect it could be confirmed by a sociological study — the university faculties tend to be somewhat less conservative (and I'm spelling it with a small "c") than high school faculties, who tend to be somewhat less conservative than elementary school faculties. But, generally speaking, my experience of the academic profession as a whole — the elementary to university included — is that they are much too conservative in the sense that they are much too inclined to stand back from active participation in the debates of the political decisions that will shape their society. I think that they should be much more outspoken. I think that, in fact, having come out of a working industrial town myself, having gone through the university system, and then returning politically to represent an industrial riding, I am quite persuaded that, if the intellectual community were more outspoken about the need for more funding for R&D, for paying the fees for university students, there is a big population out there waiting to hear the arguments, and would be, in fact, very responsive to the arguments — but they aren't there in the way they should be.



## OPEN.....4

ing the gaff, and I'm sure there were many more. The preponderant influence on them will be strengthening. Next time around, they will have your example before them. They will have seen that courage is called for, but they will have seen that courage is possible.

Chandler Davis  
Dept. of Mathematics  
University of Toronto

## Damaging

In the November issue of the *CAUT Bulletin* I read with interest the article by Sheila McIntyre "Gender Bias Within a Canadian Law School".

Although I agree that there is a certain gender bias in some Law Schools, I feel that Ms. McIntyre has pressed her "feminist" message to the extremes. She is thus damaging to some extent women's cause.

I also noted in your *Bulletin* the forthcoming Status of Women Workshop (Developing Strategies for Change, Implementation Strategies). I find that all these workshops, following the Canadian Charter of Rights and Freedoms, are useful.

However, I would also welcome in the *CAUT Bulletin* articles on the status of Minorities and Minority Groups in Canadian Universities. Very few Canadian Universities have started in recent months publicizing in their hiring ads that the University in question is "an equal opportunity affirmative action" institution as far as minorities are concerned. For many years now Universities in the USA and Australia are obliged to advertise during the hiring of teaching and research staff that they are "equal opportunity, affirmative action institutions" so far as women and minorities are

concerned.

Minorities in Canada would also be happy if they could see organized Workshops on the Status of Minorities, as well as the establishment of Minorities Studies Chairs, as it is the case now with Women's Studies Chairs.

Nicholas M. Poultanzas  
Director  
Canadian Institute for  
International Order  
Ottawa, Ont.

## Food for thought

I read with interest the series of articles initiated by the Status of Women's Committee in recent issues. I was surprised to see no letters of support on this endeavour. Having just finished the long "Gender bias" article, I feel it should give all members of the association serious food for thought. Apart from the Executive Secretary inviting the concerned university to comment on this article, I would expect CAUT to launch a full investigation of the law school. With ever increasing numbers of female students entering Canadian universities and professional schools, who pay our salaries, it is crucial for them to have female role models and mentors. With the increasing emphasis on various forms of equality, and equity, all members of CAUT should be treated with respect, regardless of age or sex. Ms. McIntyre is to be applauded for bringing this situation to the eyes of her students, fellow staff and colleagues across Canada.

Dallas McLean-Lowe  
Reference Librarian  
Erindale College  
University of Toronto

Delighted  
horrified

I am new to your publication. Whether you publish reader input or even value the ideas of undergrads, I don't know. I read "Gender Bias Within a Canadian Law School", McIntyre, Jan. 87 issue.

I was delighted and horrified. Delighted that the article was printed; and, horrified for

the faculty and students who live in such combative halls called "institutions of higher learning". I am horrified for both the female and the male. My grown daughter would say "Wake! Wake!" Let's open our eyes to the confounding pervasiveness of sexism (gender bias is so refined for something so harsh — they don't call racism "skin bias") in our culture and in our universities. Let's see sexism for what it is, even if we can't/won't change it.

I admire McIntyre's commitment, courage, and clarity. I expect her article to become one of your most often quoted. I certainly plan to.

Ronda Newhouse  
22 Robertson Bay  
Regina, Sk.

Anyone can  
adjust

After reading about my female colleagues' experiences with gender discrimination in various university environments, I feel compelled to defend my male colleagues. There must be other women like me who have not suffered significant gender discrimination, and to balance the scales, we should be heard. (We complain types tend not to respond.) I have been the SOLE female academic in three of the four university departments in which I have been employed, and have been treated consistently as an equal and this in one of the last bastions of male chauvinism, agriculture. Granted, when I first arrive in an all-male department there is sexist talk and fear among some of the "old boys", but even the "old boys" in agriculture can adapt to such things; and I submit that if the men in agriculture can adjust, anyone can.

I will not attempt to document all my positive experiences, nor claim that I have had no negative ones. I only want to say that progress is being made, and I'd like to thank my male colleagues for their efforts in that regard.

L.M. Arlur  
Dept. of Agric. Econ.  
University of Manitoba

## Oppressive image

Few could come away from reading Sheila McIntyre's "Memorandum" and fail to be struck — with revulsion at the assault on her person, with compassion for her lonely suffering, with admiration for the strength of her resolve, and with wonder at her courage in so speaking out.

It was always known to those to whom the Memorandum was addressed that Sheila McIntyre intended to see it published, and so now it has been. Of course, as you note, it has already "achieved a momentum of its own and attracted national press attention". In light of that fact, I fail to understand your insistence on attempting to cloak the "Canadian Law School" concerned under a shroud of anonymity — for those of us who do not already know with little difficulty could ascertain that the Law Faculty in question is that at Queen's University.

There is an aspect of the publication of this Memorandum which troubles me greatly and one which, contrary to your view, does make the identity of the University relevant. It is the relentlessly grim and oppressive image of Queen's that is portrayed and conveyed to the reader. Both as an institution and as a community of scholars, Queen's Faculty of Law comes off very badly — for the reader sees it only through the eyes of one grievously wronged. That is, though the said is of necessity distorted, for like any institution and any community, Queen's is not a monolith. It is made up, like any faculty, of the most diverse and distinct of individuals, some of great sensibility, integrity and humanitarianism, others lacking to varying degrees in these and other virtues.

I write from experience. For by coincidence, I had the happy fortune to be at Queen's Faculty of Law as a visiting academic during the same period of which Sheila McIntyre writes. I say "happy" because, during a time that could only be said to be traumatic for her, I experienced a marvellous rejuvenation of

## WEST BANK.....6

Thomas Langan, Philosophy, St. Michael's College, University of Toronto;

Lillian Lerman, Social Science, York University;

Paul Marantz, Political Science, University of British Columbia;

Neil McArthur, Geography, York University;

Edward Medzon, Microbiology and Immunology, University of Western Ontario;

Ben Schlesinger, Social Work, University of Toronto;

Arthur Siegel, Social Science, York University;

Hanna Spencer, Modern Languages and Literature, University of Western Ontario;

Malcolm Taylor, Business Administration, York University;

Bernard Vigod, History, University of New Brunswick;

Harold Waller, Political Science, McGill University;

Henry Weinberg, French, University of Toronto;

Sally Zerker, Social Science, York University;

Michael Fellman, History, Simon Fraser University;

Harold Merskey, Psychiatry, University of Western Ontario;

Abraham Rotstein, Economics, University of Toronto.

Editor's note: At its February meeting the CAUT Board authorized a request to the Israeli ambassador to Canada for information about the specific cases of denial of academic freedom and infringement of university autonomy in the West Bank universities which have been drawn to its attention. The ambassador will also be asked if his government subscribes to the statement on academic freedom endorsed by a number of national faculty associations in 1984. (See box on pg. 6 for statement.) Due to the number and length of letters on this subject which have appeared to date in the Bulletin, the CAUT has decided not to publish any further correspondence dealing with this issue.

mind and spirit in that very same community of scholars. It was for me a place of sustenance, growth and friendship.

Gender bias is ugly, perhaps the more so in a community of seekers after knowledge. It is a reality to be confronted and rooted out. It is undoubtedly present at Queen's as Sheila McIntyre gives testimony. Nonetheless, it has not robbed Queen's of its deep inner strength as a place and community where the humane values which we cherish are nurtured and proclaimed. To this I can and do attest.

Thomas S. Kutner,  
Faculty of Law  
University of  
New Brunswick

## Allegations

In your last issue you took care to preface Jeanne Phelps-Wilson's hysterical allegations

against "feminists in academia" with the disclaimer "The views expressed in this article do not reflect those of the CAUT." The author was identified as "a former Lecturer in English at the University of Alberta," and we are as eager as you were to distance ourselves from her views. Though I am not acquainted with Ms. Phelps-Wilson, our Department records show that she did teach two half-year courses here in 1982. This was too brief a sojourn, I think, to entitle Ms. Phelps-Wilson to identify herself with us in writing to you. I do not know where Ms. Phelps-Wilson attained her intimate knowledge of the way "self-seeking" academic feminists "trample all opposition under foot," discriminate "in favour of women, whatever their professional qualifications," and





## Status of Women Conference



Photos: Robert Léger

by Tina Head  
CAUT staff

The CAUT Status of Women Workshop, "Developing Strategies for Change", held in Ottawa in February, attracted about 110 participants from across the country. Academic staff, students, and kindred spirits gathered for the three-day session to comment, discuss, debate, exchange, and strategize on issues affecting women in the university.

The Workshop got off to a stimulating start with a keynote address by Jill Vickers, Associate Director of the Institute of Canadian Studies, Graduate Coordinator of Women's Studies at Carleton University, and a former president of CAUT. Dr. Vickers' address on women and change focussed on the structural barriers to change found in society's institutions and provided a framework for questions and strategies which were discussed throughout the Workshop.

The keynote address was followed by a presentation and discussion on "Sexual

Harassment: Strategies for Campus Education". Barbara Whittington, Sexual Harassment Advisor at the University of Victoria, and Jennie Horne, president of the CAUT Status of Women Committee led discussion on education strategies, the mediation process and policy development. Participants also had an opportunity to view educational videos on sexual harassment in the university environment recently released by the University of Calgary and the University of Western Ontario.

### OCUFA SWC

The OCUFA Status of Women Committee contributed a panel discussion on "Validating Women's Experience in the University: Sandblasting the Washroom Walls", which addressed issues such as the policies of recruitment, promotion and tenure, sexism in the classroom, leadership, collegial bias and status of women committees. The panel provoked passionate discussion and commentary about

women's experiences in the university.

This was followed by group discussions on networking and coalition building, lobbying governments and bargaining strategies. Lynn MacDonald, MP (NDP), was a discussion leader in the sessions on lobbying governments and provided many thoughtful and practical observations on organizing for change and influencing the political process.

### Bargaining strategies

Ronnie Leah, Professional Officer at the University of Regina Faculty Association and Tina Head, CAUT Professional Officer, were discussion leaders at the session on Bargaining Strategies. Participants learned about bargaining strategies directed at organizing part-time academic staff, negotiating affirmative action, and remedying salary discrimination. They also contributed to a lively discussion on the role and effectiveness of local status of women committees.

Rebecca Coulter and Jane Gordon, CAUT Status of

Women Committee, led discussion at the session on networking and coalition building. Participants examined successful strategies for raising awareness of women's concerns and building alliances, including recognition of the many successful forms of networking that women on university campuses have accomplished.

The Workshop ended with a group discussion of priorities and strategies for change. Sarah Shorten, of the University of Western Ontario and a former president of CAUT, proposed a framework for group development of an action plan for change. A number of creative and useful strategies were suggested to the plenary group, including suggestions about ways in which CAUT might contribute and the resources which would be required to implement these efforts.

### Unique opportunity

Not all was work. There were moments to relax — an evening of films, a skating party in the midst of Winterlude, a reception and banquet.

The Workshop provided a unique opportunity for women, and a few men, from across the country to meet and exchange ideas and experiences. Participants were enthusiastic about the Workshop and demanded more opportunities to meet.

The CAUT Status of Women Committee is planning to hold its next Workshop in late October 1987; the proposed theme will be "Women and Academic Freedom". Keep your eyes posted on the *Bulletin* for further information.

### Photos

From lower left clockwise — Jill Vickers, Carleton University; SWC Jane Gordon, Mount St. Vincent University; Status of Women Committee members; Anne Gulu-bowski, Concordia University; Dorothy Zaborsky, OCUFA Status of Women Committee; conference participants.

*L'atelier du Comité du statut de la femme de l'ACPU, intitulé "Améliorer la situation avec de nouvelles stratégies", et qui a eu lieu à Ottawa en février, a attiré environ 110 participantes de tout le pays.*

*Des universitaires, des étudiantes et des personnes intéressées à la question se sont réunies pendant trois*

*jours pour discuter, commenter, débattre, échanger et formuler des stratégies sur des questions qui touchent les femmes à l'université. Parmi les sujets débattus, mentionnons le harcèlement sexuel, les préjugés fondés sur le sexe, les stratégies de lobbying et de négociation, l'établissement de réseaux et de coalitions.*



## Status of Women

Jane Gordon  
Committee Chair



### CAUT External Review

The Report of the External Review (Bigelow) Committee on CAUT activities, printed in the March *Bulletin*, will be dealt with by CAUT Council at its May meeting. The February meeting of the CAUT Board, which includes chairs of standing committees, debated the recommendations made by the Bigelow Committee and its advice to Council on actions to be taken. This column will look at the Committee's recommendations from the point of view of the concerns dealt with by the Status of Women Committee.

The Bigelow Committee reported that briefs submitted to it showed virtually unanimous support for activities within CAUT dealing with the role of women academics. There is also agreement that more will need to be done in this area in the immediate future. Can we, therefore, rest on our laurels? That depends.

#### Status of Women Committee

The continuation of the Status of Women Committee is not directly an issue. No doubt there will be changes made in the internal organization of CAUT. For example, at present, chairs of standing committees (Status of Women, Collective Bargaining and Economic Benefits, Academic Freedom and Tenure) sit on the Board and Council and report regularly to these bodies as well as contribute to the general deliberations. It does not appear that committee chairs will be represented on the proposed replacement for the Board. It is expected that they will continue on Council, however. There is a related issue of resources available for the work of the Status of Women Committee.

A *Bulletin* article last Spring reported on the representation of women at the May Council and at various levels of CAUT. Women were underrepresented in the CAUT governance structures as a whole. CAUT needs increased involvement of women in the organization as a whole, not just a separate women's committee.

If the Bigelow Committee recommendations are followed, Council will have a more significant role to play

in the governance of the association. The number of times a year it meets will increase. The present Administration Committee and Board will be replaced by a single, smaller Executive Committee, selected from Council to represent both regional and different sized institutions. We will need to have the participation of significant numbers of women at all these levels.

Concern was expressed at the Board meeting about the additional number of Council meetings per year. It will probably have a more serious effect on smaller associations than large ones. This may work to the detriment of women if women are disproportionately found in smaller universities or if women first attend Council as alternates. The additional time required to participate in Council may also be a deterrent to many women, who are less established in their careers than their male colleagues, or overburdened in their careers due to the systemic factors previously discussed in the *Bulletin*, or because they continue to do the majority of domestic family chores. Council attendance is frequently linked to the job of union or association president, which involves major time demands at the local as well as provincial and national level. These systemic factors may well work against the participation of women.

#### Affirmative action

It is necessary for us to apply our policy on positive action to our own governance. While CAUT cannot tell locals who to send to Council meetings, it could provide incentives (such as financial support) for individual locals which apply affirmative action guidelines to their delegations. Some positions on the new Executive could be filled by nominations, designed to ensure representation of the different constituencies served by CAUT, including women. We may well develop strategies from looking at other national organizations. For example, the Canadian Labour Congress and the Ontario Federation of Labour have executive seats reserved for women. We do not need to reinvent the wheel; we do need to take adequate steps to support the full participation of women in our association. We need a clearly stated organizational commitment to positive action in our own activities. This time of reorganization of the CAUT is an appropriate one for it to happen.

We can also examine our structures to make sure they provide the necessary supportive mechanisms so that women are not prevented from participating at meetings for other reasons. We already provide child care at meetings or a subsidy for covering child care costs at home. Are there other areas in which we should develop supportive policies?

At the local level, we can also make changes which will diversify participation in faculty association affairs. Electing a special CAUT delegate, who sits on an association or union executive, would divide the workload and encourage more women to become involved. Other policies can be developed at the local level to encourage the participation of women: child care, sensitivity in arranging meeting time, an effort to seek out interested women

or to interest women, are all ways that might be tried. This will also help in raising the profile of women's issues.

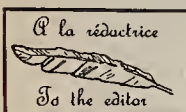
It is important that the participation of women be increased in CAUT in order to support the kinds of activities which the Bigelow Committee says are both necessary and valued. At the February Board meeting a preliminary budget was presented in which the allocation for the Status of Women Committee was targeted by the Committee as inadequate for its activities: three meetings per year, the Workshop, and an ability to respond to the various requests of local and provincial groups. While these programs were supported, very few Board members voted for adequate funding. Other requests for additional funds were far more widely supported. How we financially support programs to which CAUT is committed says a great deal about the extent and depth of our commitment. What are our organizational priorities? This may suggest that status of women issues are not seen as essential to ensure the continuity of CAUT. If what it takes is to have an Executive and council who really do believe that women's issues are fundamental, then we should make sure we get that kind of Council and Executive.

So, on the surface, it appears the commitment CAUT has made to improving the status of women at Canadian universities has been supported by faculty unions and associations across the country. However, there is the need for caution on two levels. First, the question of whether the proposed reorganization will have a negative effect on the participation of women needs to be looked at. Secondly, in the period of reorganization, we (delegates and alternates from locals) need to ensure that the SWC is able to do its work and that there is an organizational commitment to this effort, in budgeted funds for the committee and staff and supportive services for its work. By the time you read this, Tina Head, the effective Secretary to the Committee, will have left CAUT. The Committee would like to have the efforts of the Status of Women Secretary become a full-time position when a replacement is hired. It would like to have a Secretary for the committee while the position is vacant. It would like concrete evidence of organizational commitment to its work.

#### Caucus at Council

The Status of Women Committee will be holding a reception caucus at Council. Council delegates will receive notification of time and place. I urge you to attend. Your concerns about these issues should also be made known to your association's delegates to Council.

Finally, in closing this column, I would like to express my appreciation to Tina Head for her dedicated hard work to the Committee and its goals. She has been a colleague for committee members, not just our Secretary. Her departure from CAUT is a loss for all of us and we will miss her. I am sure that those who met Tina in the course of her job will join with committee members in wishing her well in the future and in thanking her for all that she has so ably done for women in Canadian universities.



### FEMINISTS . . . . . 8

grind their boot heels in the faces of male colleagues, but she probably did not have time to observe such activities in close detail during her four months in this Department.

It strikes me as extraordinary that the CAUT *Bulletin*, disclaimer or no disclaimer, should see fit to publish such hate literature.

Linda Woodbridge  
Chairman,  
Department of English  
The University of Alberta

### Lottery

The following letter on pension contributions was sent to Finance Minister Michael Wilson:

I would hope that one of the precepts guiding our Federal government would be to make decisions affecting the lives of Canadians which are equitable.

University teachers have for some years been allowed to make "Past Service Additional Voluntary Contributions". As I understand it, the rules were

that the contribution could be made at any time during the calendar year. Your proposal announced October 8, 1986 to disallow any contributions after that date has turned the exercise into a lottery favouring those fortunate enough to have met the October 8 deadline. To be fair, the change should have been thought of and announced in 1985, as effective for 1986. Alternatively, the effective date should be retroactive for all of 1986, or changed to be effective for 1987.

Louis E. Bodnar  
Director of Admissions  
Year 1 Engineering Office  
University of Waterloo

### Magic age of 65

In his letter Professor Campbell was "very disappointed" (CAUT *Bulletin* Feb. 1987) at the association's stance vis a vis mandatory retirement. The writer was also very disappointed — not at the CAUT position but rather at the letter. While Campbell's stand on this issue cannot be pinpointed, it is not surprising that he supports compulsory retirement at age 65. As a full time faculty member,

who has taught beyond this traditional age (Manitoba has abolished mandatory retirement), allow me to make a few comments. (The writer is fully aware that in so doing he would merely point out that in addition to being *ad hominem*, such arguments are not substantive.)

(1) Has Professor Campbell ever heard of "crystallized" intelligence? This conceivably might prove to be advantageous to students in the learning process.

(2) Does not Professor Campbell realize that teaching pensions are not indexed? This poses a financial problem when there is inflation, e.g., an acquaintance, who some years ago had been required by law to resign, was asked why he had not been at a certain place, replied that the price of admission was too high. Remember he had said I retired some years ago (11-13) and my top salary (on which pension is partly based) was some \$30,000. At the time this was a respectable sum, but now — bubkus (it is true that the amount may sometimes be enhanced by the proper authorities but such largesse is

never very large.)

(3) When Campbell writes that we cannot "count on the (aging) faculty member to be a good judge of his or her declining value to the university" is he not in effect making the same kind of judgment which others, he says, albeit a few years older, should not make!

(4) Do not studies show that the very attributes, whereby we grant tenure or award promotion, tend to characterize those faculty members who "stay on" beyond the age of 65?

(5) Using student evaluation (*faute de mieux*), as one form of measuring competency, are there not staff members whose performance, good or poor, remains just about the same regardless of whether the person has reached the magic number of 65?

(6) Finally, at least for this writer, when Professor Campbell calls for a more "sophisticated" approach to retirement, few would naysay him — but is this not an apple and motherhood proposition? Certainly the policy advocated by the CAUT which attempts to incorporate early retirement, work sharing, and reduced work-load (ironically

the present writer, after 48 years of teaching, finds himself with the heaviest teaching load — ever) represents greater understanding of individuality than the arcane, arbitrary, archaic, alternative age 65 — first steps first.

Let me close by citing a pertinent incident which occurred some years previously. It was a time when the question of mandatory retirement for teachers was a "hot" provincial issue. A local radio station, with a phone-in program, was discussing the problem. The program's guest speaker quite obviously was in favour of compulsory retirement at 65. At one point he said to the radio audience "would you like your child to be taught by a fossil?" The present writer, but his three cents in, phoned the station and agreed with its guest. As a student at university, he had, in one of his courses, been exposed to just such a fossil and found it horrific. There was, however, he added, a small problem — the "fossil" was 26!

F.L. Marcuse  
Dept. of Psychology  
The University of  
Manitoba

What would you like to be  
when you grow up?

ALIVE!

unicef  
canada





# Rapport de la CESPMP: subventions insuffisantes

par Helen Baxter  
Rédactrice en chef  
du Bulletin

La réaction des universités de la Nouvelle-Écosse, du Nouveau-Brunswick et de l'Île-du-Prince-Édouard au rapport de la Commission de l'enseignement supérieur des Provinces maritimes, présenté à la fin de janvier, a été à l'image de la température.

La CESPMP, qui recommande le niveau de financement de l'enseignement postsecondaire dans les Maritimes, demande que les trois provinces augmentent de 6,5% les subventions de fonctionnement pour 1987-1988. Les universités prétendent, quant à elles, que ce pourcentage compensera à peine l'inflation à un moment où leurs coûts réels s'accroissent.

De ce chiffre de 6,5%, quatre pour cent sont accordés au titre des dépenses courantes, un pour cent vise à compenser "l'érosion" provoquée par le sous-financement au cours de la dernière décennie, 7% va à l'amélioration des programmes et 75% sert à équilibrer le financement de certaines institutions.

La seule partie du rapport

qui a recueilli l'adhésion de la communauté universitaire est celle qui fait état de la gravité de la crise de sous-financement.

Le président de la Confédération des associations de professeurs des universités de la Nouvelle-Écosse, M. Om Kamra, déclare que son conseil est heureux que la CESPMP ait reconnu que les subventions de fonctionnement ont diminué en termes réels, que l'ampleur de cette diminution est amplifiée par l'augmentation des inscriptions et que le financement de l'enseignement postsecondaire n'a pas augmenté au même rythme que celui des autres programmes gouvernementaux.

Selon M. Ken Ozmon, président de l'Association des universités des provinces de l'Atlantique (AUPA) et recteur de l'Université St-Mary d'Halifax, bien que la CESPMP ait reconnu pour la première fois le caractère endémique du sous-financement des universités, les aspects politiques du rapport l'emportent sur sa substance. "Ils ont bien réussi au plan de la rhétorique mais on cherche en vain les engagements concrets",

déclare-t-il.

Selon l'AUPA, un montant supplémentaire de \$85 millions, soit une augmentation de 35%, serait nécessaire pour que les subventions par étudiant atteignent leur niveau de 1979-1980. La CAPUNE se dit d'accord avec ces chiffres. Malgré que le rapport de la CESPMP propose une augmentation de \$400 par étudiant, la CAPUNE estime que jusqu'à \$1000 de plus par étudiant pourraient être nécessaires pour rétablir la qualité et assurer l'accès aux universités. Le rapport recommande également que les frais de scolarité soient augmentés selon le taux d'inflation, ce qui ferait de la Nouvelle-Écosse l'une des provinces ayant les frais les plus élevés au Canada.

Le président de la Fédération des associations de professeurs des universités du Nouveau-Brunswick, M. Gerry Clark, a aussi critiqué le rapport, soulignant que les recommandations de la CESPMP pour le Nouveau-Brunswick ne prévoient qu'une augmentation de 3% pour l'amélioration des programmes existants ou la création de nouveaux programmes.

Les professeurs de la CAPUNE ne croient pas, selon son président M. Kamra, que les recommandations permettront de répondre aux besoins urgents de financement des universités. Toujours selon M. Kamra, bien que le rapport estime que l'écart entre les recommandations de la CESPMP et les subventions provinciales réelles aux universités s'élève à 35% au cours de la dernière décennie, la CESPMP ne recommande qu'une augmentation de 1% à des fins de rattrapage.

Le recteur de l'Université Dalhousie, M. Howard Clark, estime que l'augmentation totale recommandée de 6,5% est "raisonnable" mais il s'inquiète qu'elle soit inférieure à l'augmentation de 7,8% que demandait l'AUPA. Il s'inquiète également que même ce chiffre de 6,5% ait provoqué une réaction de scepticisme du ministre de l'Éducation de la Nouvelle-Écosse, M. Tom McInnis, qui s'est montré peu confiant qu'une telle augmentation serait accordée. L'année dernière, lorsque la CESPMP a recommandé une augmentation de 6%, le gouvernement de la Nouvelle-Écosse n'a accordé que 3%.



L'Université Dalhousie

## MPHEC report given high marks for rhetoric, low for follow-up

by Helen Baxter  
Bulletin editor

The reaction was as frosty as the weather as universities in Nova Scotia, New Brunswick and Prince Edward Island pored over the report of the Maritime Provinces Higher Education Commission (MPHEC) released in late January.

MPHEC, which recommends funding levels for post-secondary education in the Maritimes, asks that the three Provinces come up with a 6.5 per cent increase in operating funds for 1987-88. But the universities say this will barely keep pace with inflation at a time when their real costs are rising.

The over-all increase includes a four per cent increase to maintain current operations, a one per cent boost to restore "erosion" caused by underfunding over the past decade, 0.7 per cent for program expansion, and 0.75 per cent to equalize the funding of certain institutions.

About the only area in the report which has received warm approval from the academic community is that which outlines the extent of the underfunding crisis.

The Nova Scotia Confederation of University Faculty Associations (NSCUFA) President, Om Kamra, says his Council is "pleased that the MPHEC has ac-

knowledgeed that operating assistance levels have declined in real terms; that this decline is magnified when increased enrollment is taken into account and that funding for post-secondary education has not grown at the same rate as that for all government programmes."

Ken Ozmon, Chair of the Association of Atlantic Universities (AAU) and President of St. Mary's University in Halifax, says although MPHEC has recognized the systematic nature of university underfunding for the first time, the report is more political than meaningful. "I give them high marks for rhetoric, low marks for follow-up."

According to the AAU, an additional \$85 million — a 35 per cent hike — would be required to bring per-student grants back to the levels of 1979-80. NSCUFA agrees. While the MPHEC report proposes a \$400 per student increase, NSCUFA says that perhaps \$1,000 more per student will be necessary to restore quality and maintain access to the universities. The MPHEC report also recommends that student fee increases be tied to the inflation rate which would bring Nova Scotia fees to among the highest in Canada.

Dr. Gerry Clark, President of the Federation of New Brunswick Faculty Associations (FNBFA) is also critical,

pointing out that the MPHEC's recommendations for New Brunswick include only a 0.3 per cent increase for expanding existing programs or developing new ones.

NSCUFA President Kamra says his faculty are not satisfied that the recommendations will meet the urgent needs of the universities for funds. He says that although the MPHEC report documents a total shortfall of over 35 per cent in the last decade between their recommendations and actual provincial grants to the universities, MPHEC recommends an increase of only one per cent as an underfunding "catch-up".

Dalhousie President Howard Clark says the recommended 6.5 per cent overall increase is "reasonable" but is concerned that it still falls short of the 7.8 per cent increase asked for by the AAU. He is also concerned that even the figure of 6.5 per cent was put in doubt by the reaction to the report by Nova Scotia Education Minister Tom McInnis who expressed little hope such an increase would be granted.

Last year, when MPHEC called for a six per cent increase, the Nova Scotia government granted only a three per cent increase.



The University of  
Manitoba

### DEPARTMENT OF STATISTICS

The Department of Statistics, The University of Manitoba, invites applications for a tenure track position at the assistant professor or associate professor level starting July 1, 1987. The salary will be commensurate with qualifications and experience. A Ph.D. in statistics or probability theory is required, and duties will include research, teaching and consulting.

Both women and men are encouraged to apply. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Closing date for applications — May 1, 1987.

Please send application, including an updated curriculum vitae, and three letters of recommendations to: Dr. Lai K. Chan, Head, Department of Statistics, The University of Manitoba, Winnipeg, Manitoba R3T 2N2.

### UNIVERSITÉ LAVAL DÉPARTEMENT DE CHIRURGIE

#### Poste de professeur-chercheur

Biométriques, pour applications cardio-vasculaires (prothèses artérielles et secteurs connexes, évaluation, hémodynamie, etc.)

Les candidatures sont reçues pour un poste disponible à partir du 1er juin 1987 au Laboratoire de chirurgie expérimentale du Département de chirurgie. Le candidat devra avoir reçu une formation pertinente dans le domaine et peut être un Ph.D. en génie médical ou toute autre discipline appropriée, ou avoir une qualification équivalente. Il devra avoir une formation post-doctorale adéquate dans le domaine cardio-vasculaire, présenter une liste de publications satisfaisante, avoir bien identifié les thèmes de recherche qu'il veut privilégier et doit avoir acquis une autonomie immédiate pour le financement de ses travaux.

Selon les règlements d'Immigration Canada, cette offre s'adresse aux citoyens canadiens et aux immigrants reçus. Les applications avec trois lettres de références doivent être envoyées avant le 30 avril 1987 au:

Docteur Jean Couture, Directeur  
Département de chirurgie  
Faculté de médecine, Université Laval  
QUÉBEC (Québec) G1K 7P4

### Department of French

Applications are invited for 1-2 possible contractually limited appointments at the rank of Assistant Professor in the Department of French on the Fredericton Campus of the University of New Brunswick. Candidates must hold a doctorate, have native or near-native command of French with some experience in university teaching, and will be expected to teach primarily language improvement courses at the undergraduate level, with the possibility of teaching French Canadian Literature or Syntax/Lexicology. Salary commensurate with experience (Range \$31,038 - \$44,104). Send letter of application, including full curriculum vitae and names of three referees, to: Dr. D.F.G. McIntyre, Chairman, Department of French, University of New Brunswick, P.O. Box 4400, Fredericton, NB, E3B 5A3. Those appointments are subject to budgetary approval, and will take effect on or after 1 July, 1987, with closing date for competition declared when positions are filled. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.



UNIVERSITY OF NEW BRUNSWICK



# CAUT lobbying efforts highlighted at Board

At the February meeting of the CAUT Board, President Allan Sharp reviewed the lobbying work of the CAUT over the past few months. Prof. Sharp detailed for the Board the following activities and developments:

□ CAUT's campaign, launched in the November and December *Bulletins*, to encourage faculty members to send postcards to the government and opposition parties to

protest current research policy bad, by the middle of January, produced more than 11,000 cards.

□ CAUT took the opportunity presented by recent medical advances at the University of Toronto to publicize these to the Conservative caucus and to point out the fact that the base funds of the Medical Research Council have been frozen until 1991.

□ CAUT played a major

role in helping to organize the lobby week of the National Consortium of Scientific and Educational Societies in February when a large number of M.P.s, cabinet ministers, and civil servants were visited by members of the Consortium.

□ CAUT was present in a lobbying capacity at the Liberal Convention in November and at the First Ministers' Conference.

□ The President and the Executive Secretary met with the Deputy Prime Minister and arranged a meeting with the Prime Minister for the spring.

□ CAUT has carried out a sustained lobby with members of the Ottawa press gallery.

□ The central office is consulting with the Secretary of State on the agenda and other matters concerning the National Forum on Post-secondary Education which will be held this fall and will be co-sponsored by Ottawa and the provinces.

□ The federal government finally responded to pressure from groups such as CAUT and withdrew its tariff on the importation of books.

Executive Secretary Donald Savage reported to the Board that he had had discussions with his counterparts in the provincial organizations about co-operative lobbying on certain federal-provincial issues, in particular the National Forum, the joint working par-

ties established by Ottawa and the provinces on student aid and on foreign students, as well as on the proposed national science policy.

The Board was informed that the appeals on the mandatory retirement cases which were being funded by CAUT in co-operation with OCUFA would be heard on an expedited basis in May. It was reported that the Executive Secretary had appeared as an expert witness in a mandatory retirement case before the Alberta Human Rights Commission. At the request of OCUFA, representations had also been made to the federal government to expedite matters by a reference to the Supreme Court. CAUT and OCUFA had also given oral testimony to the Lanni Commission on mandatory retirement in Ontario. The Board adopted a model clause on flexible retirement.

The Board paid tribute to the late professor Ed Maher who had served CAUT in many capacities, most recently as Treasurer. The Board appointed Prof. J. Gordin Kaplan, retiring Vice-President (Research) of the University of Alberta and a former President of CAUT, to replace Prof. Maher as a trustee of the J.H. Stewart Reid Fellowship Trust which awards an annual scholarship in the name of the first Executive Secretary of CAUT.

The Board dealt with vari-

ous issues sent to it by the Academic Freedom and Tenure Committee and by the Status of Women Committee. It reviewed initial documents on the role of the police and security forces on the campus, university/business linkages, and conflicts of interest on boards of governors. The committees will consider the suggestions of the Board at their March meetings and report revised versions to the

Board and Council in May.

The Board agreed to recommend to Council a statement on academic exchanges with South Africa (see accompanying box). It was also announced that the information service in regard to disinvestment was now in a position to provide detailed information on divestment to local associations.

See BOARD/14

## CAUT Policy Statement on Academic Relations with South African Universities

1. When Canadian academic staff consider the possibility of visiting South Africa they should carefully consider the extent to which their participation in academic symposia or other activities will be regarded as a tacit, if not explicit, endorsement of the Government of South Africa, and/or its policy of apartheid. In particular, they should not participate in any activities from which non-white South Africans are excluded.

2. When Canadian academic staff consider involving representatives of the South African Government in classroom situations or symposia where South African apartheid policies are the subject of discussion every effort should be made to provide a fair and balanced discussion. They should carefully consider the extent to which the participation of South African representatives will be regarded as a tacit, if not explicit, endorsement of the Government of South Africa and/or its policy of apartheid.

## Tribute to Edward D. Maher

The CAUT Board mourns the passing on December 10, 1986 of Professor Edward D. Maher, Magee Professor of Business Administration at the University of New Brunswick and pays tribute to Professor Maher's many contributions to faculty association affairs at the local, provincial and national levels over a period of thirty years. Throughout his many years as President and member of the Executive Committee of the faculty association at his own university, as CAUT Treasurer from 1982 to 1984 and as a member of CAUT committees, task forces and advisory bodies, Ed Maher gave unselfishly of his time and professional expertise. With determination and quiet good humour he served his colleagues well and the Board wishes to record its deep appreciation for his important contributions.

## Réunion du Bureau de direction: rapport d'activités

Lors de la réunion de février du Bureau de direction, le président Allan Sharp a fait la revue du travail de lobbying de l'ACPU au cours des quelques derniers mois. M. Sharp a exposé en détail, à l'intention du Bureau de direction, les réalisations ci-dessous:

□ La campagne de l'ACPU, lancée dans les numéros de novembre et de décembre du *Bulletin*, et visant à inciter les professeurs à envoyer des cartes postales au gouvernement et aux partis d'opposition afin de dénoncer la politique actuelle en matière de recherche. À la mi-janvier, plus de 11 000 cartes avaient été envoyées.

□ L'ACPU a souligné au caucus conservateur les progrès récents dans le domaine de la médecine à l'Université de Toronto et lui a rappelé que le budget de base du Conseil de recherches médicales a été gelé jusqu'en 1991.

□ L'ACPU a joué un rôle de premier plan dans l'organisation de la semaine de lobbying du Consortium national des sociétés scientifiques et pédagogiques, en février, semaine pendant laquelle des membres du Consortium ont visité un grand nombre de députés, de ministres et de fonctionnaires.

□ L'ACPU a assisté, à titre de lobbyiste, au Congrès

libéral de novembre et à la conférence des premiers ministres.

□ Le président et le secrétaire général ont rencontré le vice-premier ministre et ont organisé une rencontre avec le premier ministre au printemps.

□ L'ACPU a mené une campagne soutenue de lobbying auprès des membres de la presse, à Ottawa.

□ Le secrétariat de l'ACPU procède à des consultations auprès du Secrétaire d'état sur l'ordre du jour et d'autres questions ayant trait au Colloque national sur l'enseignement postsecondaire, qui se tiendra cet automne et sera parrainé conjointement par Ottawa et les provinces.

□ Le gouvernement fédéral a finalement cédé aux pressions de groupes tels que l'ACPU et a retiré son tarif sur l'importation de livres. Le secrétaire général, Donald Savage, a fait état au Bureau de direction de ses discussions avec ses homologues des organisations provinciales sur les efforts communs de lobbying sur certaines questions fédérales-provinciales, en particulier le Colloque national, les groupes de travail conjoints mis sur pied par Ottawa et les provinces, sur l'aide financière aux étudiants et sur les étu-

dants étrangers, et le projet de

politique nationale des sciences.

Le Bureau de direction a appris que les appels des causes sur la retraite obligatoire, qui sont financés par l'ACPU en collaboration avec l'Union des associations des professeurs des universités de l'Ontario, seraient entendus en mai, grâce à un processus accéléré. On a aussi fait savoir que le secrétaire général avait comparu devant la commission des droits de la personne de l'Alberta à titre de témoin expert dans une cause de retraite obligatoire.

En outre, à la demande de l'UAPUO, des démarches ont été faites auprès du gouvernement fédéral pour que l'on accélère le processus par le biais d'un renvoi à la Cour suprême. L'ACPU et l'UAPUO ont aussi témoigné oralement devant la Commission lanni sur la retraite obligatoire en Ontario. Le Bureau de direction a adopté une clause modèle sur la retraite flexible.

Le Bureau a rendu hommage au professeur Ed Maher, qui a rempli de nombreuses fonctions au sein de l'ACPU. Le dernier poste qu'il a occupé a été celui de trésorier. Le Bureau a nommé M. J. Gordin Kaplan, vice-recteur sortant (recherche) de l'Université de l'Alberta et ancien prési-

dent de l'ACPU, pour remplacer M. Maher comme administrateur du Fonds de la bourse commémorative J. H. Stewart, qui décerne une bourse d'études annuelle au nom du premier secrétaire général de l'ACPU.

Le Bureau de direction a débattu plusieurs questions, qui lui avaient été soumises par le Comité de la liberté universitaire et de la permanence de l'emploi et par le Comité du statut de la femme.

Il s'est penché sur des documents préliminaires concernant le rôle des forces de police et de sécurité sur les campus, les liens entre l'Université et le monde des affaires et les conflits d'intérêts au sein des bureaux des gouvernements. Les comités étudieront les suggestions du Bureau de direction lors de leurs réunions de mars et remettront des versions révisées de leurs documents au Bureau et au Conseil en mai. Le Bureau de direction a accepté de recommander au Conseil un énoncé sur les échanges universitaires avec l'Afrique du Sud. On a aussi annoncé que le service de renseignements sur le retrait des investissements était maintenant en mesure de fournir aux associations locales des renseignements détaillés à ce sujet.

Le Bureau a approuvé les recommandations du Comité du statut de la femme au Conseil sur les congés parentaux et l'adhésion au Comité canadien d'action sur le statut de la femme. Il a rejeté un projet de politique concernant les échanges universitaires.

Le Bureau a accepté de verser une somme de 15 000 \$ à l'association des professeurs de l'Université de Toronto pour lui aider à acquitter les frais juridiques auxquels a donné lieu un arbitrage salarial cette année, arbitrage qui s'est soldé par une victoire. Le Bureau de direction s'est dit d'avis que cet arbitrage aurait un effet partout au pays. Le Bureau a aussi recommandé que l'on élabore une politique pour faire face au problème des frais juridiques et aux demandes d'ajout dans les arbitrages de ce genre. Le Bureau de direction a été informé que l'association des professeurs de l'Université du Manitoba chercherait à obtenir un appui financier et en ressources humaines en vue de l'application des programmes d'égalité salariale à l'université. Le Bureau suggère à l'association de soumettre sa demande conjointement avec les autres universités de la province mais indiqua qu'il était disposé à fournir l'aide demandée.

Le Bureau discutait de diverses questions liées aux droits et ayant trait à des problèmes dans des pays étrangers. Il s'est vu soumettre par M. Israël Halperin une demande d'appui officiel à sa campagne contre la répression au Chili. Le Bureau a refusé d'accorder cet appui mais a décidé de poursuivre avec plus de vigueur ses propres protestations face à l'absence de liberté universitaire dans les universités chiliennes.

Le Bureau a également passé en revue une volumineuse correspondance concernant des allégations de violation de la liberté universitaire dans la région de la Cisjordanie, en Israël. Il a décidé d'autoriser l'envoi à l'ambassade d'Israël d'une lettre demandant des renseignements au sujet des professeurs nommés dans cette correspondance et s'enquérant de l'appui du gouvernement israélien aux principes de la liberté universitaire, tels qu'ils sont énoncés dans la déclaration internationale sur la liberté universitaire, déclaration appuyée par les fédérations d'associations de professeurs aux États-Unis, en Grande-Bretagne, en France, en Australie, en Nouvelle-Zélande et en Irlande.



# Campus controversy leads to harassment guidelines

by Michelle Morissette  
Bulletin correspondent

Both the University of British Columbia and Simon Fraser University plan to establish sexual harassment policies by summer following several months of controversy on both campuses.

Currently both institutions are among the few universities in Canada which do not have formal procedures to handle sexual harassment complaints. The University of Victoria has had both a policy and procedures to handle complaints since 1985.

At Simon Fraser University where controversy has been highest, two independent but related events have prompted a response from President Bill Saywell that a policy will be in place by summer.

A campus-wide survey of female students has recently revealed that a majority of

women students feel they have been at least mildly sexually harassed in an educational setting.

As well, an ad hoc committee, which quoted extensively from the independently conducted study, has submitted a 26-page report to the president. The extensive recommendations include: that the university establish a sexual harassment policy and procedures, that it hire a sexual harassment officer, and that it set up an office to deal with the many complaints of sexual harassment.

Dr. Saywell says that the committee's report will provide major input into the university's development of a sexual harassment policy but that it would have to be circulated by all groups to determine the specifics.

Meanwhile, at UBC, President David Strangway appointed a four-person committee to come up with a report on sexual harassment procedures.

The committee, which came under considerable fire for its lack of student and union representation and for its refusal to make public a working paper this fall, will submit its report to the president by the end of March.

It is likely to recommend a model much like that used at the University of Victoria and the University of Western Ontario.

Two advisors would be used to handle initial complaints. Should the complaint be more serious it would then go to a mediator. Should it be

extremely serious a standing committee would investigate and determine if the matter was to go before the board. The board would then make recommendations on disciplinary action.

In the meantime, irate women students at UBC have established a sexual harassment clinic manned by volunteers following the existing lack of formal procedures that would ensure an across-the-board level of fairness and impartiality for both parties.

As things stand now, both universities have been receiving some formal complaints. UBC has received about 12 this year; SFU about the same number.

But, both students and faculty who have worked with sexually harassed individuals say that lack of education as well as formal but non-threatening procedures are responsible for the relatively low number of formal complaints.

Currently, individuals with a sexual harassment complaint can go anywhere from the Office for Women's Students, to the student ombudsman, the chaplain, or the deans of their department. Unless a formal written complaint is made, there is little that can be done.

When action is taken, the approach may vary from department to department, depending on the personalities involved.

At SFU, where the B.C. Public Interest Research Group, (an organization financially supported by stu-

dents) conducted a survey, results were more telling of how students really felt.

According to results, 53 per cent of female undergraduates felt they had been sexually harassed in an educational setting.

Results for graduate students were even higher, with 61 per cent complaining of some form of sexual harassment.

Undergraduates said that most often another student was the source, while graduate students said the harassment came mostly from faculty.

The survey, conducted through a four-page questionnaire filled out by students, found the most common form of harassment was discriminatory remarks, with 33 per cent of the 444 respondents complaining they had such an experience in a classroom setting.

Eleven per cent said they had experienced "advances suggesting sexual intimacy." Four per cent said they had been sexually assaulted. Two women reported they had been abducted, while two others reported they had suffered personal injury as a result of refusing sexual contact.

Some students said they had been threatened with lower marks or other reprisals for not complying with requests for sexual intimacy.

Yet, in the whole survey, only 10 women said they had reported what happened to them to some university authority.

Barbara Blakely, SFU's campus chaplain who chaired



Simon Fraser University

the university's ad hoc committee on sexual harassment—which had representatives from students, faculty, staff and administration—said one of the major problems now is there is no consistency in the approach to the problem. She stressed the need for a formal office.

"There's no accountability and no way of guaranteeing fairness and impartiality," she said. "Many people experience the problem but they have no place to go and no real way of reporting. They can talk to a friend but don't know how to stop the problem. So, they take personal escapes, leave the course, quit the job...make personal sacrifices to make it stop."

Ms. Blakely stressed that one of the most important components of the committee's recommendations was the education factor for both

students and faculty since it would act as both a preventative measure as well as an informative one.

Currently, some students and faculty at both universities are concerned that when a policy is established their every action will be suspect.

Some 50 male students at SFU were so outraged by the survey results that they asked for a refund of their student fees which go towards supporting the PIRG. However, Ms. Blakely stressed that the committee was bending over backward to emphasize that it was and had been extremely sensitive to the concerns that the procedures be fair to both sides.

"We're not trying to become the sisters of the thought police and we're not trying to prevent mutually

See POLICIES/14



SFU President Saywell

## B.C. universities: update

Storm over Pattison Degree

The University of British Columbia's Senate plans to reform its honorary degree process in the wake of a major storm over its decision to award an honorary degree to Jimmy Pattison, former Expo '86 chairman.

Mr. Pattison subsequently declined to accept the degree due to the controversy.

The decision to award the degree was based on Mr. Pattison's "outstanding contributions to Canada."

However, from the moment the issue was raised in public, it came under considerable fire.

Student senators at UBC voted unanimously against the award on the grounds that Mr. Pattison was Canada's largest distributor of pornographic magazines and that his companies have been convicted twice of violating Ontario's obscenity laws.

Senate Vice-Chair Jean Elder resigned over the award and the four other academic women on senate sent a protest to UBC's President David Strangway.

Dr. Elder, an associate history professor, said in her resignation letter: "While it is certainly true that anyone may be in business within the law, to honor persons engaged in businesses which exploit and humiliate women seems to be more than I can countenance."

As the furor continued to grow, with senate sticking to its decision, the university's Alma Mater Society and the Student Law Society joined in voicing its protest, as did students and faculty from various departments.

Individual students spearheaded a letter writing campaign and began to organize a formal and loud protest which would take place during the convocation ceremonies.

The entire issue received considerable media attention both at the university and in Vancouver proper.

John Dennison, chairman of the senate tributes committee, took the position that the vote on the degrees had been a majority one and that while he could sympathize with people's feelings about Mr. Pattison's pornography there

were other sides to Mr. Pattison, such as the fact that he is a major employer in B.C.

UBC Chancellor Robert Wyman, a supporter of Mr. Pattison's nomination said there was a review board checking into what Mr. Pattison's company, Mainland Magazines, was distributing.

Mr. Wyman said it bothered him that a small minority would go against the majority senate decision and disrupt the convocation.

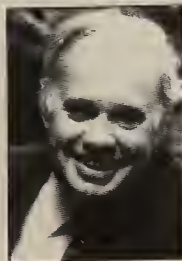
Mr. Pattison, who was not available for an interview, decided to decline the degree when it became obvious the furor would not die down.

Meanwhile, students continued to call for changes to the entire process by which honorary degrees are given and senate has decided to propose changes at its next meeting.

Jean Elder had no reaction to Mr. Pattison's decision to decline the award but said she was surprised at the amount of support she received from people across the country over her decision to resign.

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by Michelle Morissette  
Bulletin correspondent



UBC President David Strangway

UBC's department of Asian Studies is breathing an audible sigh of relief following the federal government's recent decision to award the university a matching grant for a chair in Punjabi and Sikh studies.

Some students and members of the Sikh community had charged that Ottawa was tying the university's grant application to foreign relations with India.

They argued that Ottawa's two-year delay in processing

See GRANT/14

The Globe and Mail

Après plusieurs mois de controverse, l'Université de la Colombie-Britannique et l'Université Simon Fraser prévoient mettre en place, d'ici l'été, des directives sur le harcèlement sexuel. A l'heure actuelle, ces deux établissements figurent parmi les quelques universités qui ne possèdent pas de procédures officielles pour traiter les plaintes concernant le harcèlement sexuel. A l'Université Simon Fraser, un sondage mené récemment auprès des étudiantes a révélé qu'une bonne partie d'entre elles avaient au moins subi de légers harcèlements sexuels dans un milieu

d'enseignement. A la suite du sondage et du rapport d'un comité spécial présenté au recteur et recommandant l'adoption de mesures pour s'occuper du harcèlement sexuel, le recteur, M. William Saywell, a promis que des directives seraient mises en application d'ici l'été. A l'Université de la Colombie-Britannique, le recteur, M. David Strangway, a nommé un comité composé de quatre personnes et chargé de rédiger un rapport sur des procédures relatives au harcèlement sexuel. On prévoit le rendre public d'ici la fin de mars.



## GRANT.....13

the grant application was tied to Indian government interference — a charge that Indian government representatives have continued to deny.

The university applied for the grant more than two years ago after it agreed with the Federation of Sikh Societies to establish a chair in Punjabi language and literature and Sikh studies.

According to documents obtained by the *Globe and Mail*, there is little doubt the External Affairs department did interfere in the application for the \$300,000 multiculturalism grant.

In a December article, the *Globe* said documents obtained under the Access to Information Act showed that an external affairs official thought the Indian government would misunderstand a federal grant for the UBC endowment.

E.G. Drake, an assistant deputy minister in the External Affairs department, sent a memo in April 1985 to the secretary of State, which was processing the information, saying "...the implications in terms of foreign policy must also be considered."

"I hope, therefore, that the Indian government's likely reaction can be taken into account before any conclusion is reached," he wrote.

The Federation of Sikh Societies had raised \$300,000 towards the chair including \$175,000 in B.C. The program, which was set to start in September 1985, was designed to get rid of widespread perceptions that the Sikh commu-

nity is a violent one.

Daniel Overmyer, head of the Asian studies department said he was both "relieved and surprised" that UBC had finally received approval on the grant from Ottawa.

Prof. Overmyer said neither the university nor the department itself put any pressure on Ottawa to come through with the grant.

"There was no direct involvement with the political situation," he said. "We just sat back and waited for it to work itself out."

Prof. Overmyer added that he and his colleagues had "half given up on the grant" when they suddenly received notification that it had been approved.

"Now we're going to concentrate on filling the position and fulfilling the goal the department had when it first suggested the program."

Jagdish Sharma, Indian Consul-general for Western Canada has insisted that the Indian government has put no pressure whatsoever on the government of Canada or UBC.

Students who think a provincial government committee on financial aid will recommend that B.C. student grants, which were abolished in 1984, be reinstated shouldn't get their hopes too high.

Stan Hagen, the B.C. minister of advanced education and job training said in a recent visit to Simon Fraser University that the government would try to be "creative" in the area of student aid.

He did not reveal whether this creativity would lead to any policy changes.

He did say, however, any increase in government funding of post-secondary education depends on how well he makes his case to the provincial Treasury Board. With the recent predictions of a \$900 million deficit, the prospects for education are poor.

Mr. Hagen said that any funding increase to education must come out of cuts to health or social services and that it was not easy to find place in these departments to cut.

While the minister called the Canadian Federation of Students submission to the provincial student aid committee an "excellent report," he would not agree with its main recommendation to bring back a grant program based on need.

The CFS report, which was presented in December, detailed the current kind of debt load B.C. students are now facing as a result of a decision to cut the student grants.

B.C. students now face debt loads of up to \$20,000 after four years towards a general degree. Up to 20 per cent are defaulting on their loans, according to local bank managers.

The provincial budget, which will detail for the first time how Bill Vander Zalm's Social Credit government intends to treat education, is expected at the end of March.

A B.C. provincial Court of Appeal has recently ruled that

holders of visas and work permits qualify for government medical insurance.

In August 1985, the provincial health ministry announced visa and work permit holders would be excluded from the provincial health plan because they were not considered "permanent residents."

The policy caused tremendous financial burden for the thousands of foreign students at B.C. universities and colleges. Visa students must have medicare insurance to enter the country and this meant they were forced to buy private insurance which cost them up to three times that of the provincial plan.

Kristina Hernadi, along with three other visa students at Simon Fraser University as well as the Teaching Support Staff there, challenged the matter in court.

They argued the policy change was "unlawful" because the Services Act grants coverage to all residents of B.C. The only requirement stated in the act was a six-month residency.

Former health minister Jim Nielsen countered that permanent resident and resident mean the same thing in the act.

The court disagreed. In a written judgement, the appeal judges said that, since the Medical Services Act used both terms, the government could not claim the two were interchangeable.

The ruling overturned an earlier decision by the Medical Services Commission which stated that only Canadian citizens and landed immigrants qualified for coverage.

## A plug pulled

The Universities Council of British Columbia.  
1974-1987. R.I.P.

It will be remembered as a laudable attempt to remove the financial maintenance of higher education from the political process, but it was an attempt inevitably doomed to failure. The announcement that the 11-member council will be disbanded at the end of March admits of that reality.

Stan Hagen, the man now charged with responsibility for "advanced education" in the Vander Zalm government, says he wants more direct communication with the universities. He should now have it, unfettered by any attempts to honor the niceties of going through an intermediary body that ultimately had not much power.

The council many envisioned as a conduit between the campuses and the legislature was often a bottleneck — an additional level of review that had neither the resources nor the clout to do the job.

The Universities Council was easily circumvented by communication in both directions between campuses and governments. Decision-makers in all the organizations involved found no problem in creating cooperative relationships that may not have always achieved exactly what individual parties wanted, but at least were direct. Politicians were not reluctant to make decisions affecting the universities that the council heard about only belatedly.

The direct communication Mr. Hagen speaks of has been there for some time. One of the problems with the system is that he has not — and that's no aspersion on him. In the 1986 calendar year, three men held the post-secondary education portfolio. Pat McGeer was relieved of the job last February, when Russell Fraser took over, only to be shuffled aside and replaced by Mr. Hagen when Bill Vander Zalm built his post-election cabinet.

After that turmoil and change, both the government machinery and the universities should welcome a period of greater stability in which the minister can get to know his extremely important charges, and the universities him.

That process would take place, Universities Council or not. But the prospect for such dialogue achieving productive results increases with an intervening filter removed.

—Editorial from THE VANCOUVER SUN

## ALGOMA UNIVERSITY COLLEGE

## PRESIDENT

Algoma University College invites applications or nominations for the position of President of the College. This appointment is to be effective as of July 1, 1987, or as soon as possible thereafter.

Algoma University College, which is affiliated with Laurentian University, offers a three-year Arts Degree in a range of disciplines, and partial programs in science, commerce and social work.

The College serves as an intellectual centre for Sault Ste. Marie, a city of 85,000 which is moving from a single-industry economy toward a more diversified base. As the economic and cultural centre for the large district of Algoma, the city offers a wide variety of services and cultural activities as well as the appeal of the Lake Superior shoreline and northern Ontario's wilderness.

The President will be leading the College through a period of academic and physical expansion, working in close association with both government and community representatives. As the chief executive officer of the College, the President will be responsible to the Board of Trustees for the day to day affairs of the college, for the coordination of the work of the academic divisions and units, and for the general administration of the College as a whole.

This position will appeal to candidates with imagination and a desire to develop new programmes and promote scholarship as an integral part of a changing community. Applicants should possess appropriate academic qualifications, demonstrated leadership ability, a record of effective administrative experience and a proven ability to work with community and government leaders. Competence in both official languages would be an asset. Term of office, salary, and other conditions of employment are subject to negotiation.

Deadline for applications is April 30, 1987. Send applications or nominations, marked "Personal and confidential", to:

Mr. Gerald Nori  
Chairman, President's Search Committee  
Algoma University College  
Sault Ste. Marie, Ontario P6A 2G4

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and landed immigrants.

## POLICIES.....13

enjoyable relationships," she says.

"We're just trying to ensure that the situation truly be mutually enjoyable and not one of coercion even by implication."

June Lithgoe, director of the Office of Women Services at UBC who handles many sexual harassment cases, equally stressed the education component of any policy for both students and faculty and staff.

She further emphasized that the current system only allows for formal written complaints, which often frighten those who would like an issue dealt with informally.

She said the mediation system, which has worked so well at other universities, really facilitated solutions within an educational institution context and would likely benefit both parties.

Ms. Lithgoe also stressed that, while some faculty and students might feel nervous about a policy, such a policy could and should be seen as protection for themselves as well as for a complainant.

"Not having a well defined policy and procedures tends to lend itself to rumour mongering and that doesn't give an alleged perpetrator any option to defend himself. That means that they are very vulnerable when their career is at stake."

## BOARD.....12

The Board endorsed the Status of Women Committee's recommendations to Council on parental leave and on membership of the National Action Committee on the Status of Women.

It rejected a draft policy in regard to academic exchanges.

The Board approved a request from the University of Toronto Faculty Association for \$15,000 to assist them in relation to the legal fees incurred for the successful salary arbitration this year. It recognized that the Toronto arbitration would have an effect across the country. It also recommended that a policy be developed to deal with the problem of legal costs and requests for support in such interest arbitrations in the future. The Board was notified that the University of Manitoba Faculty Association would be seeking both staff time and financial support in regard to the application of pay equity arrangements at that university. The Board suggested that UMFA should channel its request in tandem with the other universities in the province but indicated that it was favourably disposed to help.

The Board discussed various rights issues involving problems in foreign countries. It received a request from Prof. Israel Halperin to support officially his campaign

against repression in Chile. It declined to do this but decided to place renewed emphasis on its own protests about the denial of academic freedom in Chilean universities.

The Board reviewed a voluminous correspondence in regard to allegations of violations of academic freedom on the West Bank in Israel. It decided that it would authorize a letter to the Israeli embassy asking specifically about the circumstances of the academics named in the correspondence with CAUT and about whether the Israeli government subscribes to the principles of academic freedom as they are outlined in the international declaration on academic freedom supported by the faculty association federations in the United States, Britain, France, Australia, New Zealand, and Ireland.

The Board approved a proposal for a group insurance scheme for automobile and home insurance which will be advertised in a future issue of the *Bulletin*.



World Literacy Of Canada  
692 Cowell Avenue  
Toronto, Ontario M4C 3B6



**NDP**-----1

roled out of order and the Chair was narrowly upheld with about 900 people voting.

By the time the resolution on postsecondary education reached the floor, Mr. McCurdy and the new Associate Vice-President of the NDP, Michel Agnaffieff (a former Executive Secretary of the CAUT), had agreed to add the words "dans le respect intégral de la compétence provinciale en éducation".

The motion itself called for, among other matters, the elimination of student fees, the use of grants rather than loans and their extension to part-time students, stable financial arrangements for the

universities through EPF, elimination of discrimination against foreign students, and the creation of two independent national councils one for elementary and secondary education and the other for postsecondary education, the latter of which, the resolution noted, had been called for by the CAUT.

Did the amendment vitiate the resolution? Mr. McCurdy thought not because the council on postsecondary education was, first of all, advisory, and secondly, the question was not a constitutional matter but rather an administrative arrangement between Ottawa and the provinces. His position is very similar to that

taken last year by the current Quebec government when it argued the reverse position, namely that the provinces should have a role in the federal domain of external affairs, and that there is nothing in the constitution to prevent administrative structures to encourage co-operation. Mr. Agnaffieff took the view that the amendment was designed to prevent any media attack on the party. But it was clear that there had been little advance discussion between anglophones and francophones in this matter and that the NDP will likely find this ground somewhat more difficult in the future as it tries to reconcile the two solitudes.

There were some other notable aspects in the opening to Quebec. The CEQ (Centre de l'Enseignement

Québec) was very visible at the Congress — Mr. Agnaffieff, for example, is the group's Executive Secretary. Yvon Charbonneau, the president of the CEQ, delivered an address which noted that, while the CEQ did not formally endorse political parties, "le NDP est certainement la formation politique qui retient davantage l'attention sur la scène fédérale canadienne depuis deux ans."

The focus of most attention at the conference was on the main constitutional motion. It called for the recognition in the Charter of the oneness of Quebec as the one province within which the majority language and culture is French. It also called for the right of Quebec to opt out of future constitutional changes which move powers to Ottawa with

full compensation and a veto on changes to the constitution affecting French language and culture in Quebec. This is certainly a distinct modification

of the federal spending power despite what Mr. Broadbent says elsewhere in this *Bulletin*

See NDP/16

## NDP — résolution L'éducation postsecondaire

ATTENDU QUE le système d'éducation est essentiel pour aider les jeunes à se préparer à la vie et à devenir des adultes solides et indépendants, et  
ATTENDU QUE l'investissement dans l'éducation est un investissement dans la prospérité sociale et économique future de notre pays;  
IL EST RESOLU QUE les Néo-démocrates appuient dans le respect intégral de la compétence provinciale en éducation les éléments suivants:

- (a) un financement stable de l'éducation postsecondaire au moyen de la négociation d'ententes de financement fédérales-provinciales;
- (b) une augmentation du financement qui permette de couvrir les coûts réels du maintien d'une éducation de qualité accessible à tous les Canadiens et Canadiennes;
- (c) le réexamen des avantages qui découleraient du retour aux paiements de la péréquation fondés sur des normes provinciales et de la manière dont la qualité de l'enseignement primaire et secondaire d'une province à l'autre en serait touchée;
- (d) la prise de mesures pour éliminer les pratiques discriminatoires contre les étudiants étrangers au Canada;
- (e) l'augmentation des possibilités tant d'éducation que d'emploi au moyen d'un plus grand financement à long terme pour la recherche et le développement en milieu universitaire;
- (f) l'examen de nouveaux moyens d'assurer l'accès à l'éducation postsecondaire à un plus grand nombre de jeunes Canadiens, par l'étude d'options comme suit:
  - \*l'élimination des frais de scolarité en tant que forme de financement de l'éducation postsecondaire;
  - \*la transformation du régime de prêts aux étudiants en un régime se basant surtout sur les bourses et dont les étudiants à temps partiel pourront également se prévaloir complètement;
  - \*l'octroi aux étudiants de prêts dont le taux d'intérêt ne dépasse pas le taux d'inflation;
  - \*l'admissibilité des étudiants à temps partiel à l'aide aux étudiants selon une formule de prorata;
  - \*l'encouragement de la construction de logements pour les étudiants des universités et des collèges communautaires dans les collectivités où il y a une pénurie de logements abordables;
  - (g) l'instauration de programmes d'éducation souples pour répondre aux besoins changeants de nombre de jeunes Canadiens et Canadiennes, par exemple:
    - \*des programmes d'alternance travail/études qui permettent aux étudiants de combiner les études avec une expérience d'apprentissage au travail;
    - \*l'avantage de programmes coopératifs pour les étudiants tant de niveau secondaire que postsecondaire, notamment dans les arts, la culture et les études sociales;
    - \*des écoles "alternatives" au sein du système scolaire public en vue de mieux répondre aux besoins spéciaux des jeunes qui ne s'intègrent pas au système scolaire normal;
    - (h) la reconnaissance de la nécessité de fournir de toute urgence à tous les étudiants des écoles secondaires le counselling personnel et professionnel;
    - (i) l'accès à des services de garde d'enfants de qualité et à des services de counselling en matière de compétences parentales pour les jeunes parents qui vont encore à l'école;
    - (j) l'établissement, en coopération avec les gouvernements provinciaux, de deux conseils nationaux qui seront chargés de fournir au Parlement et aux législatures provinciales, à titre indépendant, des services de recherche et des conseils en matière d'éducation au Canada;

\*ou CONSEIL NATIONAL DE L'ENSEIGNEMENT PRIMAIRE ET SECONDAIRE composé de représentants des étudiants, des enseignants, du monde des affaires et des syndicats, qui seraient démocratiquement choisis. Il serait chargé d'établir des objectifs nationaux pour l'éducation et de surveiller le respect des normes en matière d'éducation au Canada. Il publierait des rapports annuels de ses constatations de façon que les Canadiens soient au courant de la situation de l'éducation dans leur région;

\*un CONSEIL NATIONAL DE L'EDUCATION POSTSECONDAIRE, dont la création a été recommandée par l'Association canadienne des professeurs d'université. Il serait chargé de fournir au gouvernement des conseils éclairés sur les questions concernant les objectifs et le financement de l'éducation postsecondaire et il comprendrait des représentants de régions et de secteurs divers de la communauté postsecondaire, y compris des étudiants.

## NDP Resolution

### Post-secondary education

WHEREAS the education system is vital in assisting young people to prepare for life as mature, independent adults, and

WHEREAS investment in education is an investment in the future economic and social prosperity of our nation, THEREFORE BE IT RESOLVED that the New Democrats, with strict adherence to the principle of provincial jurisdiction in education, support the following:

- (a) stable funding for post-secondary education through negotiated federal-provincial financing agreements;
- (b) funding increases which cover the real costs of maintaining accessible, quality education for Canadians;
- (c) re-examination of the benefits of returning to a 10-province standard for equalization payments and how the comparative quality of primary and secondary education between the provinces would be affected;
- (d) taking action to eliminate discriminatory practices against international students in Canada;
- (e) enhancing both educational and employment opportunities by providing longer-term and increased funding for university research and development;
- (f) examining new ways to ensure access for more young Canadians to post-secondary education by reviewing options such as:
  - \*ending tuition fees as a form of post-secondary education financing;
  - \*transforming the Canada Student Loans Plan into a primarily grant-based plan which will also be fully available to part-time students;
  - \*providing student loans with an interest rate which does not exceed the rate of inflation;
  - \*making part-time students eligible for student aid on a prorated basis;
  - \*encouraging construction of university and community college housing in communities with a shortage of affordable housing;
  - (g) flexible education programs to meet the changing needs of many young Canadians such as:
    - \*"work-study" programs which allow students to combine studies with learning experiences in the workplace;
    - \*more "co-op" programs for both secondary and post-secondary students, including in arts, culture and social studies;
    - \*"alternative" schools within the public school system to better adapt to the special needs of youth who don't fit into the school system mold;
    - (h) recognizing the urgent need to provide all students in the secondary school system with personal and career counselling;
    - (i) access to quality child care and parenting skills counselling for young parents still attending school;
    - (j) establishing in co-operation with the provincial governments two national councils to provide independent research and advice on education in Canada to Parliament and provincial legislatures;
  - \*a NATIONAL COUNCIL ON PRIMARY AND SECONDARY EDUCATION should have democratically-chosen student representatives, educators, business and labour. It would be charged with developing national goals for education and for monitoring educational standards in Canada. They would issue annual reports of their findings to ensure Canadians were aware of the status of education in their region.
  - \*a NATIONAL POST-SECONDARY EDUCATION COUNCIL as recommended by the Canadian Association of University Teachers, should be established to provide informed advice to the government on matters affecting post-secondary education objectives and funding with representation from various regions and sectors of the post-secondary community, including students.

*Lors de son congrès annuel tenu à Montréal au mois de mars, le Nouveau parti démocratique a réaffirmé son engagement traditionnel envers les programmes sociaux, y compris l'enseignement postsecondaire. Il a également fait une brèche parmi l'électorat québécois. En effet, la principale motion constitutionnelle demandait que la Charte reconnaisse la spécificité du Québec en tant que province où la majorité de la population est de langue et de culture française. Adoptée par une vaste majorité, la motion demandait*

*également le droit de retrait du Québec avec pleine compensation dans le cas des modifications constitutionnelles qui déplacent le pouvoir à Ottawa ainsi qu'un droit de veto pour les amendements à la Constitution qui touchent à la culture et à la langue française au Québec. A l'issue du congrès, le milieu universitaire s'est posé une question importante, à savoir comment l'appui à l'éducation et des droits spéciaux pour le Québec peuvent aller de pair et quelles en seront les conséquences pour l'enseignement postsecondaire.*

## NDP resolution on research and development

WHEREAS the very same day Dr. John Polanyi was announced the Nobel Prize Winner for Chemistry the National Research Council laboratory where his work began, was closed; and

WHEREAS continuing cuts to the National Research Council by the Conservative government have resulted in the permanent and tragic loss of entire fields of research in Canada; and

WHEREAS these cuts are further accentuated by Conservative cuts to the funding of Canadian universities and the practice of tying funding increases, for the Medical Research Council, the Natural Sciences and Engineering Research Council and the Social Services and Humanities Research Council, to private sector contributions; and

WHEREAS Canada's research and development expenditures are disproportionately less than that of the U.S., Japan, West Germany, France and Sweden and only half of the amount promised by the Prime Minister,

THEREFORE BE IT RESOLVED that we call on the government to:

- (1) Restore the National Research Council budget cuts and those of other federal departments and implement the NRC's five-year research plan;
- (2) Restore the Established Program Financing cuts to higher education and health expenditures;
- (3) Implement the five-year research plans for the three federal granting councils without any necessity for private sector matching grants;
- (4) Set a realistic target for Research and Development in Canada in conjunction with provincial governments, universities, public and private research institutions and academic and scientific advisory groups with a clear goal of enhancing our research effort in traditional industries and developing new technologies while fully recognizing that scientific research provides the cornerstones for future technological developments;
- (5) Ensure that Canadian research effort is in every way competitive with those of the leading industrialized nations with which we most compete in the international marketplace.



**EXAMEN**-----1  
de structures visant à faciliter ce processus.

Le Comité s'est dit d'avoir que les associations locales devraient conserver le contrôle ultime de l'organisation, ce que ne permet pas, selon lui, la structure actuelle. Pour remédier à cette situation, le Comité a suggéré que le Conseil, qui comprend tous les représentants des associations locales et provinciales, se réunisse trois fois par année plutôt qu'une fois à la fin de chaque année universitaire, comme c'est le cas présentement. Selon le Comité, cela accroîtrait la participation des associations locales à l'ACPU ainsi que l'obligation de leur rendre compte.

Le Comité a également recommandé l'abolition du Bureau de direction, qui se compose présentement de 32 également recommandé certaines réformes fondamentales membres, et son remplacement par un comité de direction beaucoup plus petit.

Le Bureau de direction a approuvé à 15 voix contre 8 la recommandation selon laquelle le Conseil devrait se réunir trois fois par année; il s'est également prononcé à 14 voix contre 4 en faveur de l'abolition du Bureau lui-même. Par contre, il a rejeté à 13 voix contre 5 la structure particulière proposée pour le nouveau comité de direction, mais il n'a offert aucune solution de rechange.

Le Comité a proposé que les services de l'ACPU soient divisés en deux groupes. Le premier comprendrait les services de base, pour lesquels tous les membres de l'ACPU verseraient une cotisation inférieure à la cotisation actuelle. Le Bureau de direction a appuyé cette recommandation à 18 voix contre 2, suggérant que les services de base couvrent trois domaines principaux: a) la protection des droits (liberté universitaire,

permanence de l'emploi, arbitrage des droits, droits à l'égalité); b) le lobbying du gouvernement fédéral, avec l'aide des associations provinciales et locales sur demande, ainsi que les relations publiques pour le compte de la communauté universitaire; et c) la communication de données et de renseignements et leur analyse. Feraient aussi partie de ce groupe la recherche, le personnel, les publications et les dirigeants élus qui seraient nécessaires pour assurer ces services. Toutefois, la structure des comités permanents ne serait pas nécessairement la même.

Le montant approprié de la cotisation applicable à ce premier groupe a donné lieu à des discussions. Une motion visant à recommander au Conseil que la cotisation de base soit fixée à 50 pour cent de la cotisation actuelle a été repoussée par 20 voix contre 2. Le Bureau de direction a demandé qu'une estimation du coût des recommandations du Comité soit faite à l'intention du Conseil en mai.

Aucune autre motion concernant le montant des cotisations n'a été présentée. En outre, le Comité a recommandé la création d'une Coopérative de négociation collective. Combinée aux services de base, cette Coopérative constituerait le deuxième groupe de services. Elle aurait la responsabilité d'assurer tous les services d'aide directe à la négociation, en particulier la représentation à la table des négociations, lors d'une médiation ou d'une conciliation et lors de grèves ou de lock-out. Elle établirait ses propres priorités et fixerait elle-même la cotisation, qui s'ajouterait à la cotisation de base de l'ACPU. La Coopérative déciderait aussi du sort du Comité des négociations collectives et des avantages économiques.

On a longuement discuté de l'aspect pratique d'une struc-

ture de ce genre et de la façon dont il conviendrait de répartir les services entre les deux groupes. Finalement, le Bureau de direction s'est prononcé par 23 voix contre 0 en faveur d'une recommandation de principe appuyant la division suggérée par le Comité d'examen externe. Le Bureau de direction a aussi recommandé, par 25 voix contre 0, que la Caisse de défense demeure une coopérative distincte ayant pour rôle de venir en aide à ceux qui sont touchés par une grève ou un lock-out.

Afin d'assurer un équilibre entre les intérêts des grosses et des petites associations, le Comité a proposé que toutes les affaires relatives aux délibérations du Conseil, à l'exception des élections des dirigeants et des questions de procédure secondaires, fassent d'office l'objet d'un scrutin pondéré. La question des modifications aux statuts a été soulevée pendant le débat mais aucune motion en bonne et due forme n'a été présentée. Le Bureau de direction a décidé à 20 voix contre 4 de recommander la proposition du Comité au Conseil.

Le Comité a proposé que toute augmentation future du taux de la cotisation de base de l'ACPU soit approuvée par le Conseil puis entérinée ou rejetée par les membres individuels de l'ACPU partout, au pays, par un scrutin postal. Selon le Comité, cela permettrait aux membres de prendre part à une décision fondamentale de l'organisation, soit celle du montant des cotisations. Le Bureau de direction a rejeté cette proposition à 23 voix contre 0.

Certaines des principales recommandations du Comité ont suscité une forte opposition.

Selon l'une d'elles, il y aurait l'abolition graduelle, sur une période de 3 ans, de l'Accord avec la FAPUQ. Le Comité a mis l'accent sur la

nécessité que l'ACPU continue d'adhérer au principe voulant que la majorité anglophone ne puisse dicter aux institutions francophones du Québec leur politique en matière d'enseignement. En même temps, il faisait état d'une sérieuse opposition, à l'extérieur du Québec, aux arrangements financiers particuliers qui ont été conclus avec cette province. Ces arrangements ont donné lieu à des discussions prolongées. Le Bureau de direction s'est finalement prononcé à 20 voix contre 0 contre l'abolition graduelle de l'Accord.

Le Comité a présenté deux recommandations principales au sujet de ce qu'il a appelé des chicanes de clocher entre les organisations provinciales et l'organisation nationale. Tout d'abord, il a proposé que les associations locales aident à mettre fin à ces chicanes. Le Bureau de direction a accepté cette suggestion à 19 voix contre 0.

Le Comité a aussi recommandé que les organisations provinciales et l'organisation nationale s'entendent sur une certaine forme d'intégration en vertu de laquelle le président ou un autre dirigeant de chaque association locale représenterait cette dernière tant au palier provincial que national. Le Comité a souligné qu'à l'heure actuelle, diverses personnes représentent une même association locale au palier provincial, ainsi qu'au Conseil et au Bureau de direction de l'ACPU. Il s'est dit d'avoir que cette intégration permettrait d'assurer une plus grande continuité et contribuerait à diminuer les tensions territoriales. De l'avis de certaines membres du Bureau de direction, la portée de la recommandation se situait au-delà de ce genre d'intégration et s'étendait en fait à l'abolition des organisations provinciales. À 19 voix contre 0, le Bureau de direction a proposé au Conseil de rejeter ce choix.

officers needed to provide these services, but not necessarily the same structure of standing committees.

There was some discussion about the appropriate level for such a fee. A motion to recommend to Council that the basic fee be set at 50% of the present fee was rejected by a margin of 20-2. The Board requested that a costing of the Committee's proposals be made available for Council in May. No further motion on the fee levels was put.

The Committee further recommended that a collective bargaining co-operative be created which would, in combination with the basic service, constitute the second package. The co-operative would be responsible for providing all direct bargaining services — in particular, representation at the bargaining table, in mediation and conciliation and in strikes and lock-outs. It would set its own priorities and its own fee, which would be in addition to the basic CAUT fee. The co-operative would also decide whether it wished to continue the Collective Bar-

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## Négociations/ Bargaining

Robert Léger/CAUT



### University of British Columbia

An arbitration board chaired by Bruce I. Cohen rendered a unanimous award on compensation recently. For the 1986/87 salary year, there will be, effective January 1, 1987, an increase equal to 2.5% of the salary of each continuing member of the bargaining unit plus an increase of \$500 per annum. The general increase offered by the university was the \$500 amount. This will bring the general increase to 3.56% annualized. Please note that this increase is effective halfway through the normal academic year. It is the first general increase since January 1983 and there is no catch-up for past losses. In all other respects, the university's offer (on merit awards, career progress increments, etc) was confirmed by the arbitration board. The board justified the increase in salary as follows:

This Board heard overwhelming evidence, from the briefs and oral submissions, of the deep erosion in the salaries of the Faculty which has taken place over the past several years, jeopardizing the University's ability to maintain its academic quality by retaining and attracting faculty of the highest caliber. There can be no disagreement that there is a growing large disparity between the faculty salaries at the University and those at other Canadian Universities of comparable academic quality and size.

While the serious situation described above cannot be caught up quickly, if at all, this Board wishes to recognize the need to start the process of moving faculty salaries to an appropriate level of compensation.

It is in this context that this Board finds, upon a careful consideration of all the evidence, that the University has an ability to pay a general increase in excess of that which is contained in its offer. The allocation of approximately \$2.9 million as "soft monies" is manifestly unreasonable considering the overwhelming case made out by the Faculty Association that a general increase, above that offered by the University, is justified and merited.

The award is subject to the approval by the Compensation Stabilization Commission.

### University of Regina

An agreement covering the eighteen month period of July 1st, 1986 to December 31st, 1987 was approved recently at the University of Regina. Salary increases of 2% effective January 1st, 1987 and of 1% effective July 1st, 1987 and an additional 1% for sessionals effective September 1st, 1987 were agreed upon. The agreement introduced a dental plan and an affirmative action clause. Two committees were formed to study and make recommendations on the appointment of sessionals and on the salary inequity due to gender.

### Nova Scotia

The Faculty Union at the Nova Scotia College of Art and Design was recently certified for a second bargaining unit composed of technicians, librarians and gallery staff. At Saint Mary's University, an agreement was reached recently providing 4.5% as a scale increase effective September 1st, 1986 and 4.5% effective September 1st, 1987. Increments were also agreed upon and vary by rank.

### Concordia University

In 1986-87, Concordia University stopped contributing to the pension plan and so took a pension holiday of 3.8 million dollars. The Faculty Association is disputing this action and is worried that the university administration might do the same thing in 1987-88, since it has refused to answer the demand of the union that this action not be taken again. In their negotiations, the union has been trying to have the pension plan included in the collective agreement, but so far the administration has refused.

### NDP-----15

on that matter. If this resolution had been law in the past, Ottawa would certainly not now be in the field of post-secondary education. But it is, and the resolution refers only to future changes, not past ones. Most of the Quebec media welcomed the new constitutional approach of the NDP but *La Presse* spoke for

many when it asked "Est-ce un flirt passager ou le début d'un grand amour?"

The convention also paid tribute to an old friend of the universities, David Orlikow, the M.P. for Winnipeg North who has served in the House of Commons for 25 years. Mr. Orlikow is currently the critic for the NDP on research and science.

### REVIEW-----1

report.

In essence the report states that the problems of CAUT arise from its diversity and that debates on issues such as fees or other matters frequently mask the fundamental problems of keeping a body with such diverse interests together. The report isolates major divisions in the national association's membership along the following lines: large versus small associations, certified versus uncertified associations, those associations in Quebec versus those in the rest of Canada, those associations in provinces with provincial organizations versus those in provinces without.

The Committee expressed the view that it would be impossible to keep the organization together without a degree of tolerance for these differences. It also recommended some basic structural reforms to assist in this process.

The Committee took the position that the local associations should continue to have the ultimate control of the organization, a situation it believed was not reflected in the

current structure. To rectify the problem, they recommended that the Council, which is composed of all the presidents of the local and provincial associations, should meet three times a year rather than once at the end of each academic year as is now the case. The Committee's view was that this would increase accountability and participation on the part of locals in the affairs of CAUT.

It also recommended that the Board of Directors, currently composed of 32 members be abolished and replaced by a much smaller executive.

The Board agreed by a vote of 15-8 with the recommendation for three Councils and by 14-4 for the abolition of the Board itself. It rejected by 13-5 the particular structure suggested for the new executive but did not suggest an alternative.

The Committee strongly recommended that CAUT take a more active role in promoting higher education and influencing public policy. To this end, it proposed the creation of a new standing committee on Post-secondary Education Policy. The com-

mittee would be charged with the task of developing strategic and tactical plans which would allow the association to understand current public policy in post-secondary education, and to press for changes when necessary. The Board endorsed the recommendation by a vote of 27-0.

The Committee recommended that the services of CAUT be divided into two packages.

The first package would involve a basic service for which all members of CAUT would pay at a rate reduced from the present fee level. The Board supported this recommendation by a vote of 18-2. It suggested that the basic services include three main areas: (a) the protection of rights (academic freedom, tenure, rights arbitrations, equality rights), (b) lobbying of the federal government, with assistance to provincial and local associations on request, along with public relations on behalf of the university community, and (c) the provision of data and information and the necessary analysis thereof. The package would include the research, staff, publications and elected



# Senate report raises good questions but bad solutions

"The federal government must not abandon its historic and traditional role of providing a major portion of the financing of this country's universities", said Allan Sharp, President of CAUT. "The Senate Committee's description of the current unhappy state of affairs in the funding of both universities and university based research is unfortunately dead-on," he continued. "The reason the universities are in financial crisis is simple to understand: the provincial governments have been reducing their financial commitments while student enrolments have been increasing."

The Senate Committee's solution of simply throwing up its hands is neither useful or responsible. "What federal government, especially one committed to reducing its \$30 billion deficit, would simply hand over some \$2 billion worth of taxing power?" asked Professor Sharp. "If the federal government were to abandon its current role in financing universities, it is much more likely that it would simply keep this tax room to reduce its deficit. So much for the Senate's famed sober second thoughts," he added.

Federal and provincial politicians are quick to recognize that universities will be the motor of our future economic and social development, that they will play a central role in the development of bright and eager minds and of new ideas. But somehow this rhetoric does not turn into action. "Give us the resources," said Professor Sharp, "and we will respond to the challenge of keeping this country at the forefront of new ideas and technologies. We need informed and courageous

leadership, not constitutional cry babies." Professor Sharp continued by noting that blaming the founding fathers for not understanding the importance of universities in the late twentieth century sets a new standard for passing the political buck.

Other federal systems, notably the United States, West Germany and Australia, have managed to cope with split jurisdictions in higher education. In fact, many American states have started to invest heavily in their universities, increasing both operating grants and research monies. Many states are providing per capita grants that are two to nearly three times Ontario's operating grants to the University of Toronto. How can we compete in the race to develop new ideas and bright minds in the face of such expenditures? In fact, this year several provinces have announced further cutbacks. The increase in funding of Ontario universities this year must be seen in historical context: Ontario spent more than a decade starving and neglecting its universities.

The Senators know that both levels of government have been competing to cut spending on higher education; yet they want us to believe that removing the federal presence will lead miraculously to a much needed national universities' policy. Their solution not only is not credible but it does not even follow from their own analysis of the problem. "It's simply a cop-out," said Professor Sharp.

Dr. Sharp renewed his call for the provincial and federal governments to negotiate a contract for financing universities as a former Premier of Quebec suggested two years

ago. What is needed is a new national consensus on funding universities, not a continuation of the policies of defeatism that pervades this Senate Committee Report.

"It is important for maintaining the independence of universities that they have two paymasters. Independence is necessary for creative research, not tied to the needs of a particular political party," said Dr. Sharp.

Professor Sharp welcomed the call for more research monies but cautioned that neglecting the financing of the operating costs of universities will lead to a system reduced accessibility. It is an illusion that governments can simply

fund research without paying for the operating costs of the university. Who pays to heat, light, maintain the universities?

The universities will simply not be able to maintain facilities for the current record numbers of students. The researchers of the future do not just appear, they hope and develop their talents in the undergraduate and graduate programmes of this country.

If the new emerging economic order is based upon brain power and the creation of new knowledge, as David Vice of Northern Telecom has suggested, then we will need to increase the number of people attending universities, to

increase participation from groups in our society who are currently under-represented. We can no longer afford to waste the talents of anyone person or group. The Senate

Report is based upon the failed federal-provincial politics of the past generation; it is time to get on with the future.

## Applications are invited for an Assistant Professor

a tenure track position in the School of Child Care at the University of Victoria. Training and clinical experience in an area of child and adolescent treatment, a completed Ph.D. and experience in the instruction of communication theory and skills are desirable for this position. Salary commensurate with qualifications. Women are particularly encouraged to apply. Applications and names of three referees should be submitted to:

Dr. Alan Pence,  
Director,  
School of Child Care  
University of Victoria  
Post Office Box 1700  
VICTORIA, B.C. V8W 2Y2

Effective Starting Date: August 1, 1987  
Closing Date for Applications: April 30th, 1987

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

The University of Victoria offers equal employment opportunities to qualified male and female applicants.

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## MANITOBA ADOLESCENT TREATMENT CENTRE

The Manitoba Adolescent Treatment Centre, a Provincial Psychiatric Treatment Facility for adolescents invites applications for the following position on its Management Team:

### HEAD OF PSYCHOLOGY

Reporting to the Executive Director this person is responsible for the development and monitoring of M.A.T.C.'s internal treatment co-ordination system; co-ordination and supervision of psychological services; participation in the multi-disciplinary administration of programmes.

We are seeking a person with a Ph.D. in Clinical Psychology with specialization training with children; registration with the Psychological Association of Manitoba. Three years post doctoral clinical experience in child and adolescent psychiatric setting is desirable with an ability to provide psychological services in a multi-disciplinary setting.

Salary Range: Up to \$55,000. per annum commensurate with qualifications and experience.

Apply in confidence to:

Executive Director  
Manitoba Adolescent Treatment Centre  
120 Tecumseh Street  
Winnipeg, Manitoba R3E 2A9



## DALHOUSIE UNIVERSITY

### SSHRC Canadian Research Fellowships at Dalhousie

Dalhousie University invites applications from scholars of outstanding achievement and potential in research in the humanities and social sciences who have obtained a Ph.D. degree during the past five years for consideration for the 1988/89 Canadian Research Fellowship competition. Applicants must be Canadian citizens or permanent residents of Canada.

Applications should be sent to the Chair of the appropriate Department, Oshbourne University, Halifax, Nova Scotia, B3H 4H6, as listed below. Subfields of particular interest are listed in brackets.

Dr. C.J. Starnes	Classics	(Ancient Philosophy & Literature; Patristics)
Dr. T. Sinclair-Faulkner	Comparative Religion	(yogas; religion and science; religion in Canada)
Dr. R. Comeau	Economics	(Economic Theory; Labour Economics; and Industrial Organization)
Dr. L.E. Haley	Education	(Foundations; Curriculum; Edue. Psychology)
Dr. A. Kennedy	English	(all areas)
Dr. M. Bishop	French	(Modern French Literature and Linguistics)
Dr. F. Gaudet	German	(Enlightenment and Idealism)
Dr. G. Taylor	History	(Canadian; African; European)
Prof. C. van Eggelen	Music	(all areas)
Dr. S. Shewlin	Philosophy	(Ethics; Epistemology; Metaphysics and Philosophy of Language/Science and Mind)
Dr. G.R. Winham	Political Science	(International Relations, Canadian Politics; Comparative Politics and Political Theory)
Dr. V. LoLordo	Psychology	(Social Perception and Cognition)
Dr. J. Vilans	Russian	(Structural poetics; M. Kuzmin, M. Tsvetayeva; Dosztoevsky Chekhov)
Dr. D. Clairmont	Sociology & Soc. Anth.	(Work, Deviance and Health)
Dr. J. Holloway	Spanish	(Latin America; recent Spanish history)
Dr. P. Pereira	Theatre	(Theatre history)

Further information concerning research interests and facilities of their Departments can be obtained from the Chairs. Applicants should preferably include one copy of SSHRC form 455 completed as far as possible by the applicant. Applications should reach Oshbourne by June 30. With respect to the employment of women faculty, Oshbourne is an affirmative action employer.

## McMaster University

### Director Management of Technology Institute

The Institute has recently been established as a cooperative venture supported by the University, leading industrial companies and government. Within the University, the Institute is jointly affiliated with both the Faculty of Business and the Faculty of Engineering. The mission of the Institute is to become a national centre for the provision of research, education and training in all aspects of the management of technology. The resources of the Institute will include faculty and staff at McMaster, and a wide network of individuals and organizations across Canada and internationally.

The Director will be responsible for providing executive and intellectual leadership for all activities of the Institute. The Director shall secure and maintain the funding base and develop the Institute into a centre of excellence.

Candidates should have qualifications in both business/technical management and in university research and teaching. Additional desirable attributes include demonstrated entrepreneurial and leadership ability, familiarity with the industry/university/government interface, familiarity with education and research in technology management, and an established network of appropriate contacts in the various sectors.

Compensation is commensurate with the duties and responsibilities.

Please apply in confidence by April 30 to:

D. L.J. King,  
Vice-President, Academic,  
McMaster University,  
1280 Main Street West,  
Hamilton, Ontario L8S 4K1





## PRÉSIDENT -----3

tie du petit nombre de personnes invités à assister aux deux dernières conférences des premiers ministres.

Les Conservateurs sont arrivés au pouvoir avec le ferme engagement de réduire le déficit et de sabrer dans les dépenses du gouvernement. M. Wilson a renforcé cet engagement dans son plan économique de 1984. Les Conservateurs ont mis sur pied le Groupe de travail Nielsen chargé de leur dire comment s'y prendre. On a exercé des pressions considérables sur le groupe de travail pour qu'il mette un terme aux paiements de transfert et qu'il effectue des compressions drastiques dans le financement de la recherche. On a soutenu que le secteur privé devait s'occuper de la recherche et qu'il fallait importer les chercheurs. On nous a laissé seulement 48 heures pour rédiger un mémoire au groupe de travail. Nous avons riposté avec 5 documents de travail touchant toutes les questions qui nous préoccupent. Nous avons décelé parmi les membres du groupe de travail des personnes sympathi-

ques à notre cause. Nous avons entretenu des rapports avec elles et nous leur avons sans cesse communiqué les renseignements qu'elles désiraient. Notre secteur fut l'un des seuls où les recommandations du groupe de travail n'eurent pas d'effets nuisibles.

Le gouvernement était déterminé à essayer d'accroître la part du secteur privé dans le financement de la recherche universitaire. Il a donc élaboré un programme de subventions de contrepartie. Nous l'avons persuadé de le modifier pour qu'il soit réalisable. Ce programme entraînera une hausse réelle des subventions de 3 % environ cette année, ce qui est loin de nos besoins mais tout de même mieux que rien. En outre, le gouvernement s'est laissé persuader de ne pas appliquer les compressions générales de 2 % aux budgets du CRSNG et du CRM. D'autre part, le gouvernement a bloqué le budget de base des conseils subventionnaires, ce qui nous oblige à faire un lobby annuel toute l'année pour obtenir des fonds supplémentaires, comme au temps du gouvernement libéral.

## PRESIDENT -----3

the private sector and could be imported. We were given only 48 hours to prepare a submission to the task force. We responded with 5 background papers covering the total range of our concerns. We identified sympathetic members on the task force, kept in touch with them, and continually fed them the research they needed. Ours was one of the few areas where the task force recommendations were not deleterious.

The government was determined to try to increase private sector funding of university research. They chose to use a matching grant system. We persuaded them to change this

scheme to make it workable. It will produce a real increase in funding of about 3% this year — far from what is necessary, but better than not having the scheme at all. The government was also persuaded not to apply its general 2% cut in budgets to either NSERC or MRC.

On the negative side, they froze the base budgets of the granting councils making necessary a yearly lobby for supplementary spending, exactly as under the Liberals.

The bottom line on EPF is that federal government contributions to higher education during the Trudeau and Mulroney governments increased at a rate greater than inflation,

En ce qui concerne le FPE, l'apport du gouvernement fédéral à l'enseignement supérieur, sous les gouvernements Trudeau et Mulroney, a augmenté plus rapidement que l'inflation et a été plus important que celui des provinces, à l'exception du Québec. Par rapport à d'autres groupes de pressions à Ottawa, nos efforts ont raisonnablement porté fruit, comme en fait foi la situation désastreuse de Radio-Canada. Nous ne faisons rien d'héroïque mais cela demande un travail acharné. C'est tout de même mieux que de disparaître sous les vagues.

Néanmoins, le bilan du gouvernement n'est certes pas encore assez bon si l'on tient compte des dommages que les universités accumulent depuis des années à cause de sous-financement. Jusqu'à présent, le gouvernement a été généreux en promesses mais n'a pas beaucoup délié les cordons de sa bourse dans le cas du secteur universitaire. Devant cette évidence, nous devons redoubler nos efforts et continuer à exercer des pressions.

and very much greater than those of any province except Quebec. Relative to most other lobbies in Ottawa, we have been reasonably successful during this period — witness for example the disaster at the CBC. Holding the line may not seem heroic but it is hard work and it is much better than disappearing beneath the waves.

Nevertheless, the government's record is certainly not good enough, considering the accumulated damage from years of underfunding of the universities. So far it has been long on words but short on cash for the university sector. This tells us very plainly that we have to carry on lobbying with redoubled effort.

organizations. First, it recommended that the local associations take responsibility for their umbrella organizations and end such bickering. This advice was accepted by the Board by a vote of 19-0.

The Committee further recommended that the federal and provincial organizations negotiate a form of integration which would involve the presidents or some other executive officer of the local associations representing the local body at each of the provincial and federal levels. The Committee noted that at present a variety of different people represent the same local association on provincial boards, and the CAUT Council and Board. It was of the opinion that the proposed integration would produce greater continuity and would reduce the amount of constitutional bickering. Some Board members thought the recommendation went beyond this form of integration and actually contemplated the abolition of the provincial organizations. The Board recommended to the Council by a vote of 19-0 that it reject this particular option.

## COMMENTAIRES -----2

développement de nouvelles idées, ne disposent pas de ressources comparables aux universités américaines. Dans sa recherche de la "prosperité", le gouvernement fédéral gèle les budgets de recherche et diminue les paiements de transfert au titre de l'enseignement supérieur.

Voilà en ce qui concerne les visions. La seule chose dont nous pouvons être certains, c'est que les difficultés économiques du Canada ne disparaîtront pas comme par enchantement. Nous devrions par contre avoir droit, dans un avenir pas très éloigné, à une autre "méga-vision", de la part d'un autre politicien désireux de "régler" nos difficultés.

L'aspect le plus inquiétant de la manière canadienne de gouverner est qu'elle ne repose pas sur la confiance dans les Canadiens ordinaires. Notre habitude historique d'importer les connaissances et la technologie plutôt que de former notre propre main-d'œuvre cadre bien avec notre fascination apparente pour les méga-visions.

Les politiciens ne sont pas disposés à donner aux Canadiens les ressources dont ils ont besoin pour construire leur propre pays. Tous les méga-projets récents ont pour fondement des mécanismes, des structures, des abstractions. Nos gouvernements sont disposés à consacrer des milliards de l'argent des contribuables à des fins de ce genre mais ils ne sont pas prêts à investir les sommes nécessaires pour donner aux Canadiens l'occasion de jouir de manière juste et égale des mêmes avantages que les autres pays. Cela contraste nettement avec la situation dans d'autres pays, particulièrement ceux qui se considèrent comme les maîtres de leur propre destinée.

Ce dont nous avons besoin, ce sont des idées et une population bien formée. Les ressources nécessaires devraient être remises directement aux gens et aux institutions en mesure d'aider le Canada à devenir une société plus éclairée. Donnons aux Canadiens l'occasion de remplir eux-mêmes le rôle qui leur revient à cet égard. À moins que nos gouvernements ne fournissent les ressources pour nous permettre à tous de contribuer à notre propre avancement, aucun méga-projet ne saurait donner de résultats probants. Nous avons besoin de recherche et de programmes pour accroître la présence, dans le domaine de l'enseignement supérieur, des groupes qui sont actuellement sous-représentés. Nous avons besoin d'argent pour la recherche de base et la recherche appliquée. Toutefois, nous n'avons pas besoin de discours de la part de nos gouvernements sur la façon de dépenser plus sagement l'argent dont nous disposons. Les rapports du gouvernement indiquent eux-mêmes clairement que les universités ont déjà comprimé leurs budgets jusqu'à la limite du possible. Les politiciens ne lisent-ils donc pas leurs propres rapports?

Ce dont nous avons besoin, c'est d'une vision de ce pays qui considère les Canadiens comme des participants dans le développement de leur propre avenir, non comme les destinataires de visions incomplètes et nécessairement simplistes de l'avenir conçues par des politiciens.

Ce dont nous avons besoin, c'est de méga-investissements dans les ressources humaines. Il nous faut des politiciens qui ne se laissent pas hypnotiser par le dernier gadget simpliste. Les gens créent des idées. Où sont les politiciens qui vont permettre aux Canadiens d'acquérir la formation nécessaire pour donner suite à ces idées?

## CAUT COMMENTS -----2

nomic problems will not magically disappear. Instead, in the not-too-distant future, yet another mega vision will be conjured up by yet another politician to "solve" our problems.

The most disturbing feature of Canada's indigenous theory of governing is that it does not encompass faith in ordinary Canadians. The historic Canadian practice of importing expertise and technology instead of educating our own people to do the job fits nicely with our apparent fascination with mega visions.

Canadian politicians are not prepared to give Canadians the resources they need to build their own country. All of the recent mega projects are based on mechanisms, structures, abstractions. Our governments are prepared to spend billions of taxpayers' money on such mechanisms, but they are not prepared to spend the money required to give Canadians an opportunity to participate fairly and equally with other countries. This is in stark contrast to what is happening elsewhere, especially in those countries which see themselves as masters of their own fate.

We need ideas and we need a well-educated populace. The necessary resources should be given directly to the people and the institutions that can help make Canada a more creative society. Let the Canadian people themselves fulfill their rightful role in this pursuit. Unless our governments provide the resources necessary to give us all an opportunity for self-development, none of the mega schemes will ever amount to anything. We need research and programs to increase the participation in higher education of groups now underrepresented; we need money for basic and applied research. But we do not need lectures from governments on how we must spend more wisely the money we have. The governments' own reports point clearly to the fact that the universities have already pared to the bone. Have the politicians not read their own reports?

What is needed is a vision of this country that involves Canadians as participants in the development of their own future and not as the recipients of incomplete and necessarily simplistic visions of the future as forecast by politicians.

What is needed is mega investment in human beings; we need politicians who are not mesmerized by the latest shiny beeping and blinking toy. People create ideas. Where are the politicians who are going to provide we, the Canadian people, with the opportunity to educate ourselves?

Canadians all over are waiting for the gift of a life-saving transplant. The Kidney Foundation of Canada urges you to sign an organ donor card.

## REVIEW -----16

gaining and Economic Benefits Committee.

There was considerable discussion of the practicalities of this structure and of how the services would be divided between the two levels. In the end, the Board voted 23-0 to recommend in principle the split suggested by the External Review Committee. The Board also recommended by a vote of 25-0 that the Defence Fund remain as a separate cooperative to assist those involved in strikes or lock-outs.

In order to provide a balance between the interests of large and small associations, the Committee recommended that there be an automatic weighted vote on all matters except elections of officers and minor procedural questions. The matter of constitutional amendments was raised during the debate but no formal motion was put. The Board decided to recommend the Committee's proposition to the Council by a vote of 20-4.

The Committee recommended that all future increases in the basic CAUT mill rate be approved by Council and then ratified or rejected by the individual academic

staff members of CAUT across the country in a mail ballot. The Committee considered that this would involve the general membership in one of the basic decisions of the organization, namely how much to pay. The Board rejected this proposal by 23-0.

There was considerable opposition to some other major recommendations put forward by the Committee.

One major proposal would see the phase-out of the Accord with FAPU over the three years. The Committee emphasized that CAUT should continue to act in accordance with the principle that the anglophone majority could not dictate educational policy for the francophone institutions in Quebec. At the same time, it reported widespread opposition outside Quebec to the special financial arrangements with that province. There was considerable debate over these financial arrangements. In the end the Board voted 20-0 against phasing out the Accord.

The Committee made two basic recommendations in regard to what it categorized as turf battles between provincial and federal



# Le rapport du Sénat sur l'enseignement postsecondaire; de bonnes questions mais de mauvaises solutions

Le président de l'ACPU, M. Allan Sharp, a déclaré que le gouvernement fédéral ne devait pas abandonner son rôle traditionnel consistant à financer une bonne partie des universités canadiennes. "Le comité sénatorial a malheureusement décrit la triste situation du financement des universités et de la recherche universitaire avec exactitude", a-t-il poursuivi. "La raison de la crise financière des universités est facile à comprendre: les gouvernements provinciaux ont réduit leur contribution financière et les effectifs ont continué d'augmenter."

La solution du comité de jeter la serviette n'est ni utile ni responsable. "Quel gouvernement fédéral céderait quelque 2 milliards de dollars de son pouvoir de taxation, en particulier s'il s'engage à réduire son déficit de 30 milliards?", a demandé M. Sharp. "Si le gouvernement devait abandonner le rôle qu'il joue actuellement dans le financement des universités, il est plus que probable qu'il conserverait ce pouvoir de taxation pour réduire son déficit. Tant pis pour la recommandation réfléchie du sénat, a

ajouté M. Sharp".

Les politiciens fédéraux et provinciaux n'hésitent pas à reconnaître que les universités seront le moteur de notre futur développement socio-économique et qu'elles contribueront à la formation de brillants scientifiques ainsi qu'à l'apport de nouvelles idées. Toutefois, ces beaux principes ne se concrétisent pas. "Donnez-nous les ressources, a dit M. Sharp, et nous relèverons le défi de garder le Canada à l'avant-garde des idées et des technologies. Nous avons besoin de dirigeants informés et courageux et non des gens qui invoquent la Constitution pour se plaindre". M. Sharp a poursuivi en faisant remarquer que le fait de blâmer les pères de la Confédération parce qu'on ne comprend pas l'importance des universités en cette fin du vingtième siècle n'est qu'un moyen de se renvoyer la balle.

Les États-Unis, l'Allemagne de l'Ouest et l'Australie, notamment, qui ont une forme de gouvernement fédéral, ont réussi à s'accommoder d'un partage des pouvoirs dans le domaine de l'enseignement postsecondaire.

De fait, de nombreux États américains ont commencé à injecter de fortes sommes dans les universités en augmentant les subventions de fonctionnement et les crédits à la recherche. En outre, de nombreux États versent qui sont de deux à trois fois plus élevées que les subventions de fonctionnement octroyées par le gouvernement ontarien à l'Université de Toronto. Comment pouvons-nous être concurrentiels dans la course au développement de nouvelles idées et à la formation de cerveaux devant de telles dépenses? De fait, plusieurs provinces ont annoncé cette année des compressions supplémentaires. La hausse des subventions aux universités ontariennes doit être placée dans un contexte historique: l'Ontario a passé plus de dix ans à négliger et à financer au compte-gouttes ses universités. Les sénateurs connaissent la rivalité entre les deux paliers de gouvernement pour diminuer les dépenses dans le domaine de l'enseignement postsecondaire; et pourtant, ils veulent nous faire croire que le retrait du gouvernement fédéral entraînera, par miracle, l'élaboration d'une

politique nationale sur les universités dont nous avons un urgent besoin. Non seulement leur solution n'est pas crédible mais elle ne correspond pas à leur propre analyse du problème. "Ils ne font que se défilier, a déclaré M. Sharp."

M. Sharp a réinvité les gouvernements fédéral et provinciaux à négocier une entente pour le financement des universités comme l'ancien premier ministre du Québec l'a proposé il y a deux ans. Nous avons besoin d'un consensus à ce chapitre et non le maintien d'une politique de défaitisme qui transpire dans le rapport du comité.

"Il est important pour les universités, afin qu'elles conservent leur indépendance, d'avoir deux pourvoyeurs de fonds. L'indépendance est nécessaire pour stimuler la recherche innovatrice afin qu'elle ne soit pas liée aux besoins politiques d'un parti en particulier, a ajouté M. Sharp."

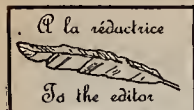
Il a accueilli avec satisfaction la recommandation d'augmenter les crédits à la recherche mais a fait une mise en garde. En effet, si l'on néglige le financement des frais de fonctionnement des universités, l'accessibilité des universités s'en trouvera réduite. Il est illusoire de croire que les gouvernements peuvent se contenter de financer la recherche sans prendre en charge les frais de fonctionnement des universités. Qui paie le chauffage, l'éclairage et l'entretien des universités?

Les universités ne peuvent tout simplement pas entretenir les installations avec le nombre record d'étudiants qu'elles

ont présentement. Les chercheurs de demain ne se forment pas en un tour de main. Ils aiguisent et développent leur talent dans les programmes de premier, deuxième et troisième cycles du pays.

Si le nouvel ordre économique se fonde sur les cerveaux et la création de nouvelles connaissances, comme David Vice de Northern Telecom l'a laissé entendre, nous devons donc

accroître le nombre d'étudiants universitaires et augmenter la participation des groupes actuellement sous-représentés. Nous ne pouvons plus nous permettre de gaspiller le talent d'un groupe ou d'une personne. Le rapport du sénat se fonde sur l'échec des politiques provinciales-fédérales de la génération passée; il est temps de se tourner vers l'avenir.



## Controversial report

I am writing on behalf of the Canadian Sociology & Anthropology Association regarding the controversial Report on the Faculty of Arts at Brandon University submitted by Professor Patricia Marchak (re: CAUT Bulletins, November 1986 and January 1987) as part of her assessment of the Faculty of Arts.

While we deplore the personal attacks directed at Professor Marchak which have violated the norms of trust and respect inherent in peer evaluation, we would like to draw attention to the practical and policy implications of this unpleasant experience.

If there are to be evaluations of departments and programmes, they should be conducted by two or more assessors, an increasingly common practice among many universities. Although this obviously increases the costs, the Brandon incident reveals that a single assessor is open to personal attack in the media and elsewhere with few institutionalized means to defend his or her position. Such a situation is likely to discourage academics from undertaking the onerous task of evaluations in the future. A committee of two or three evaluators would provide at best, the advantage

of consensus and, at worst, minority reports open to debate.

Given the nature of universities, evaluations are public documents. Criticism and debate are to be expected. In this case, however, the issue was not whether the report was made public or not, but the circumstances under which it was made public. We refer to the publication here and there of excerpts from the report totally out of context and without prior agreement

between the University and the assessor regarding the manner in which the report was to be released for public examination.

While the damage caused by this unfortunate set of events cannot be undone, let us learn to be more cautious when faced with requests from universities for programme evaluations.

John D. Jackson,  
President,  
Canadian Sociology &  
Anthropology Association

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## Head, Division of Rheumatology Department of Medicine

The Department of Medicine at The University of British Columbia is seeking a Head of the Division of Rheumatology. This will be a tenure-track position and the Head will co-ordinate all aspects of Rheumatology at four teaching hospitals and will be located at a major teaching hospital. The goal of the department is to strongly develop basic and clinical research in Rheumatology in addition to the excellent clinical program which is present. Candidates should have their Canadian qualifications in Rheumatology from the Royal College of Physicians and Surgeons or their equivalent. The candidate should have a major reputation as an independent researcher and be successful in grants competitions. Subject to final budgetary approval, this position will be available on July 1, 1988.

Applications should include an up-to-date curriculum vitae, three suggested referees and should be received before June 1, 1987. Please address correspondence to Dr. John H. Dirks, Head, Department of Medicine, The University of British Columbia, 910 West 10th Avenue, 3rd Floor, Vancouver, B.C. V5Z 1M9.

In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

## DEAN

### Faculty of Physical Education and Recreation

The University of New Brunswick, Fredericton, N.B., invites nominations and applications for the position of Dean of the Faculty of Physical Education and Recreation. The appointment is to be made on July 1, 1987 or as soon thereafter as possible.

The position requires strong leadership and administration of the Faculty's academic programs and of the University's program in intercollegiate athletics and its comprehensive program of physical recreation for the University community. A detailed review of all the Faculty's activities (academic, intercollegiate and recreational) has recently been completed. The academic areas identified for particular emphasis and development are Sport/Recreation Administration and Sports Science, in both the undergraduate and postgraduate (Masters) programs. Candidates should have a substantial record of research and teaching in one of these academic areas. Candidates should hold the PhD or equivalent and have demonstrated leadership and administrative abilities in academic activities and in university sports programs. Coaching or related experience would be an asset.

The University of New Brunswick enrolls approximately 7,500 full-time students in its various programs and has about 500 faculty members. The Faculty of Physical Education currently has about 200 undergraduate students and 20 graduate students. The Faculty works closely with the Faculty of Education in Physical Education teacher preparation.

Applications and nominations should be sent by May 15, to:

Dr. R.E. Burridge  
Vice-President (Academic)  
University of New Brunswick  
P.O. Box 4400  
Fredericton, N.B. E3B 5A3



Applications should include a CV and the names of three referees. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF NEW BRUNSWICK



## IN/PRINTS

Books received by The Bulletin. Unless otherwise noted, information was supplied by the publisher. Some books may be reviewed later.

**UNDERSTANDING CULTS AND NEW RELIGIONS**, Karla Poewe, published by William B. Erdmans, 1986. "New religions are neither very new, nor are they very religious," contends anthropology professor Karla Poewe in her fourth and latest book which is the culmination of research and field work conducted by both Dr. Poewe and Dr. Irving Hexham, professor of Religious Studies at the University of Calgary. The book explores the social and psychological concerns in our society which pave the way for the acceptance of these new religions. "The fact that the supposedly invulnerable middle classes are the ones to follow these movements says a great deal about the things that are lacking in their lives," says Dr.

Poewe. "The justification for people joining these movements has always been chalked up to either curiosity or to brainwashing. We have found the opposite; before settling on one group, most members have sampled a variety of religious and popular psychological movements in an attempt to resolve the imbalance they feel." The researchers contend that these movements do fill that psychological need and help resolve those very personal conflicts. The book also explores the components of these new religions.

**UNIVERSITY OFFICES FOR TECHNOLOGY TRANSFER: TOWARD THE SERVICE UNIVERSITY**, Science Council of Canada, 100 Metcalfe St., Ottawa. University offices for technology transfer are springing up in universities across Canada, yet relatively little is known about them. This new Science Council discussion paper provides insights into the evolution, context, and function of what are becoming key mechanisms in the transfer of scientific and technological knowledge from academe to industry.

Authors Philip Ennos and Michael Farley point out that links between university and industry are not new. However, with a troubled economy and a transition to an information society, it is becoming more important to establish relationships between university and industry on a more formal and productive footing. All sectors are increasingly aware that they must act together to revitalize the economy. Offices for technology transfer provide many services including managing contract research, consulting, joint ventures, personal exchanges, and commercialization.

**AN INTERNATIONAL SURVEY OF PRIVATE AND PUBLIC LAW MAINTENANCE OF SINGLE-PARENT FAMILIES**, Karoo Bridge, Status of Women Canada, 1986. This study reviews the economic situation of the

single-parent family in Canada, and examines problems in the awarding and enforcement of maintenance orders, as well as the theories as to why the default rate for maintenance debtors is so high. The constitutional difficulties in this area are also outlined, as well as current government initiatives for reform. Finally, the study briefly discusses the role of public law support of single-parent families in Canada and the conflict between the private and public law support systems. Copies are available in English or French, from: Documentation Centre, Status of Women Canada, 151 Sparks Street, 10th floor, Ottawa, Ontario, K1A 1C3; (613) 995-7835.

**RIGHTING THE BALANCE: CANADA'S NEW EQUALITY RIGHTS**, Eds. Lynn Smith, Gisèle Côté-Harper, Robin Elliot,

Megda Seydeger, 1986, \$47.50 (hard cover). One of the first books to explore the meaning and application of Canadian Constitutional Equality Rights. The collected papers are from the National Symposium on Equality Rights, Toronto, 1985. Available from the Canadian Human Rights Reporter, Suite 802, 244-4th Avenue S., Saskatoon, Saskatchewan, S7K 5M5.

**APPROCHES ET MÉTHODES DE LA RECHERCHE FÉMINISTE**, published by the Groupe de recherches multidisciplinaires féministes (GREMF), under the direction of Huguette Dagenais, Université Laval, 1986, 298 pp. Proceedings of the 1985 GREMF Conference. To order write to: La Faculté des sciences sociales, GREMF, Université Laval, Cité universitaire, Québec, P.Q., G1K 7P4.

University of Regina

## Department of Music

Applications are invited for the position of Assistant Professor (position of probationary appointment, subject to budgetary approval). The principal responsibility will be to teach saxophone and woodwind techniques. Related duties may include theory, music history and some work with ensembles. Graduate degree and teaching experience preferred.

Salary commensurate with qualifications and experience. Candidates should submit a curriculum vitae, including the names of three referees. Appointment effective July 1, 1987. Applications should be sent by May 15, 1987 to: Dr. Martin Borgebauch, Assistant Dean, College of Fine Arts, University of Regina, Saskatchewan S4S 0A2.

## INFECTIOUS DISEASE SPECIALIST

The Royal Alexandra Hospitals' Department of Medicine and the University of Alberta's Division of Infectious Diseases are inviting applications for the position of an infectious disease consultant.

This hospital-based opportunity includes the private practice of infectious disease, teaching and research activities, and an institutional commitment to hospital epidemiology and antibiotic control. The applicant will be expected to develop an infectious disease presence in the hospital, leading to the establishment of a hospital division of infectious disease.

Applicants should have, or should be eligible for certification in internal medicine and infectious disease by the Royal College of Physicians and Surgeons of Canada. Preference will be given to Canadian citizens and permanent residents of Canada.

The successful candidate will join the Department of Medicine, Royal Alexandra Hospitals and be appointed to the Division of Infectious Diseases, University of Alberta at a level commensurate with academic background and experience.

Applications with names of three referees should be sent to:



Dr. R.J. Bailey,  
Chief of Medicine,  
Royal Alexandra Hospitals  
10240 Kingsway  
Edmonton, Alberta  
T5H 3V9

Université d'Ottawa

## Département de géographie — Directeur

Ce département de la Faculté des Arts compte 16 professeurs de carrière et reçoit environ 200 étudiants inscrits au baccalauréat, à la maîtrise et au doctorat. Ses programmes au niveau supérieur comportent trois principales orientations: la géographie physique, la géographie urbaine, le développement régional et les ressources naturelles.

Le candidat ou la candidate devrait posséder les qualifications requises pour une nomination au rang de professeur agrégé ou titulaire; doctorat, expérience appropriée d'enseignement et de recherche, et une bonne connaissance du français et de l'anglais.

L'entrée en fonction est prévue le 1er janvier ou le 1er juillet 1988.

En conformité avec les exigences de l'immigration canadienne, cette annonce s'adresse aux citoyens canadiens et aux résidents permanents.

Les candidatures doivent être envoyées avant le 30 septembre 1987 à:

M. Marcel Hamelin  
Doyen de la Faculté des Arts  
Université d'Ottawa  
Ottawa, Ontario K1N 6N5



University of Alberta  
Edmonton

## Assistant Professor Department of Zoology

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A tenure track position is available in the area of Immunology.

Applicants must be highly qualified investigators capable of a vigorous independent research program, preferably with interests in molecular aspects of either the evolution of immune systems or immune responses to parasite infections. Minimally a Ph. D. degree or equivalent and postdoctoral experience are required.

The position will commence July 1, 1987 or as soon as possible thereafter.

In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents.

Application deadline: June 15, 1987.

Please forward a curriculum vitae with a representative selection of reprints and names of three referees to:

Dr. R.E. Peter, Chairman  
Department of Zoology  
University of Alberta  
Edmonton, Alberta  
T6G 2E9

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## Head, Division of Rehabilitation Medicine Department of Medicine

The Department of Medicine at The University of British Columbia is seeking a Head of the Division of Rehabilitation Medicine. This will be a tenure-track position and the Head will co-ordinate all aspects of Rehabilitation Medicine at four teaching hospitals and will be located at Shaughnessy Hospital. The goal of the Department is to strongly develop basic and clinical research in Rehabilitation Medicine in addition to the excellent clinical program which is present. Candidates should have their Canadian qualifications in Rehabilitation Medicine from the Royal College of Physicians and Surgeons or their equivalent. The candidate should have a major reputation as an independent researcher and be successful in grants competition. Subject to final budgetary approval, this position will be available on July 1, 1988.

Applications should include an up-to-date curriculum vitae, three suggested referees and should be received before May 1, 1987. Please address correspondence to: Dr. John H. Dirks, Head, Department of Medicine, The University of British Columbia, 910 West 10th Avenue, 3rd Floor, Vancouver, B.C. V5Z 1M9.

In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

## President

Corporate - Higher Education Forum

The relationship between higher education and the needs of Canada's corporations will be of increasing importance over the coming decade. Founded in 1983, the Corporate - Higher Education Forum is a non-profit joint-venture designed to foster corporate-university co-operation in Canada. Its mission is to bring together university and business leaders to identify and address major areas of mutual concern and interest, and meet the country's most pressing challenges.

The President will take an active leadership role in the Forum's affairs,

and direct and administer the central office in Montreal. Reporting to the Chairman and ten-member Board, the major activities will be issue identification, task force co-ordination, service to the 59 members, communication to the Forum's various publics in Canada, and contact with international organizations.

The opportunity to participate in a high profile and important association such as the Forum is rare. Contact Janet Wright in complete confidence to explore the position further.

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## Notes from the USA

### Washington State gets half-billion education upgrade

Washington State Governor Booth Gardner has announced a half billion dollar kindergarten-to-graduate school spending program to upgrade his state's education system. The program involves spending \$522 million over two years — \$330 million on public schools and \$190 million on higher education. In unveiling his program before the Seattle Rotary Club, Governor Gardner spoke of it as essential to the future well-being of the state. "I'm not here to appeal to your generosity," he told his audience of business and professional people. "I'm here to appeal to your economic sense...if (education) is neglected, society is going to pay for it over and over again."

### Reagan wants increase for research

The Reagan Administration wants to spend \$7.7-billion in fiscal 1988 for research and development at universities and colleges. That would be about 5 per cent more than in fiscal 1987, according to new budget documents recently released. Altogether, basic research would receive a 4 per cent increase in fiscal 1988, rising to \$9.1-billion. About half would go to universities. In the new documents, the President stressed the importance of supporting basic research "even in a fiscally austere climate." He said that such research must be well financed because it generates the knowledge that can lead to new technology.

### State aid for students to rise

State spending on grants and scholarships for needy undergraduates is expected to rise 13 per cent this year, the largest rate of increase in a decade, a national survey has found. Most of this year's growth is expected to be concentrated in about half the states, however. And more states plan to decrease their spending than did so last year, while fewer plan an increase. Aid not based on need, though still less than one-tenth of the total, is growing faster than need-based aid, showing a 21 per cent rise. The survey was conducted by the National Association of State Scholarship and Grant Programs.

### Students made to pay

The Reagan Administration has suggested radical education cuts that would push some three million students off federal US financial aid programs next year. The administration, in its 1988 budget proposal to Congress, wants to abolish the College Work-Study program, massively diminish aid to black colleges, and deeply cut other grant and loan funding. The White House in a statement said students, not taxpayers, should pay for college. "Students are the principal beneficiaries of their investment in higher education. It is therefore reasonable to expect them — not taxpayers — to shoulder most of the costs." The outcry from educators, students and lobbyists was immediate. "The impact on higher education would be almost incomprehensible," said Robert Atwell, president of the American Council on Education.

### U.S. Soviet scholars sign archive pact

American and Soviet scholars have formally agreed to establish a Commission on Archival Cooperation. The agreement was signed by representatives of the American Council of Learned Societies and the Main Archival Administration of the U.S.S.R., Council of Ministers at a ceremony in Washington. The cooperation is expected to include joint documentary exhibitions, joint publication of archival materials, giving researchers access to archives in both countries, and exchanges of archival ideas, publications, and records. According to the International Research & Exchanges Board, which is organizing American participation in the new commission, the two-year agreement marks the first such formal arrangement between American archivists and scholars and the Russians' centralized archival system.

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## DALHOUSIE UNIVERSITY ENGINEERING

The Department of Engineering at Dalhousie University has a vacancy for a tenure-track position at the Assistant Professor rank, beginning 1 July 1987. The Department delivers the first two years of the undergraduate engineering degree programme. We are searching especially for persons interested in teaching in the Computer Methods, Thermodynamics, Fluid Mechanics, and/or Design areas. The successful candidate will be expected also to undertake research and development activities. There are opportunities for association with the Technical University of Nova Scotia, and its graduate-studies and research programmes. Candidates should have a Ph.D. in engineering, and relevant university or industrial experience would be an asset. Applications accompanied by a C.V., a statement of teaching interests and proposed areas of research/development, and the names of at least three referees should be forwarded to: Dr. D.G. Rettick, Acting Chair, Department of Engineering, Dalhousie University, Halifax, Nova Scotia, Canada B3H 4J1, by 31 May 1987.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Dalhousie University has a policy of affirmative action with respect to the employment of women.

## UNIVERSITY OF GUELPH

### CHAIR Department of Consumer Studies

Applications and nominations are invited for the Chair in the Department of Consumer Studies at the University of Guelph. Candidates should have a Ph.D. or equivalent, a record of significant scholarship, demonstrated leadership and administrative capabilities, a commitment to excellence in the conduct and development of teaching and research programs. While it is desirable that candidates will have had some academic work experience, applicants employed in business or government are also encouraged to apply.

The interdisciplinary teaching and research programs of this department are directed, primarily, at consumer aspects of product development, public policy and marketing management. In addition to a strong emphasis in consumer behavior, the department also provides for specialization in such consumer product fields as food, housing/real estate, and clothing/textiles. Faculty come from various disciplines within the fields of management, and applied physical and social sciences. The department, through the College, is associated with the Canadian Federation of Deans of Management and Administrative Studies.

Nominations and applications are open until the position is filled. Appointment is subject to final budgetary approval. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications are invited equally from female and male candidates.

Applications, nominations and enquiries should be directed to:

Richard M. Barthem, Dean  
College of Family and Consumer Studies  
University of Guelph  
Guelph, Ontario  
CANADA N1G 2W1



University of Alberta  
Edmonton

## Assistant or Associate Professor

Faculty of Physical Education  
and Recreation  
Department of Physical Education  
and Sports Studies

### Adapted Physical Education Area

Appointment at  
Assistant Professor Level: \$31,612 - \$45,340  
per annum (under review)  
Associate Professor Level: \$39,620 - \$57,549  
per annum (under review)

### Nature of Duties:

Reporting to the Chairman, the successful applicant will be expected to teach in the Undergraduate Adapted Route in the area of developmental disabilities, physical disabilities, or other special populations, to contribute to the Discipline Core, to advise graduate students and conduct research in Adapted Physical Education.

Further details regarding the Department and the position are available from the Dean, Faculty of Physical Education & Recreation.

### Qualifications:

Applicants must have a Ph.D. degree and an ongoing or planned research program in the field of Adapted Physical Education.

### Appointment:

Appointment will be effective 01 July 1987 and is dependent upon availability of funding.

In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents.

### Applications:

Application deadline is 30 April 1987.

Letters of application to be accompanied by a curriculum vitae, names of three referees, a description of research and teaching interests, are to be forwarded to:

Dr. R.G. Glassford, Dean  
Faculty of Physical Education & Recreation  
University of Alberta  
Edmonton, Alberta  
T6G 2H9

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## Director, Executive Development

The Faculty of Administrative Studies, York University, an equal opportunity employer, requires a full-time Director of Executive Development to assume direction of a well-established programme of short to medium length courses.

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The successful candidate will have well-established experience and connections with senior levels in business and government and advanced academic qualifications appropriate to a university appointment. Proven organizational, managerial and marketing skills, as well as entrepreneurial creativity are required. This position carries with it a full range of benefits, with the salary and academic rank negotiable, depending on the qualifications of the successful candidate and normal university procedures.

### Applications should be addressed to:

The Dean, Faculty of Administrative Studies, York University, 4700 Keele Street, North York, Ontario M3J 1P3.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.



## ACCOUNTING

**UNIVERSITY OF WATERLOO.** July 1, 1987, faculty positions will be available in those with teaching and research interests in (a) financial accounting, (b) taxation, (c) information systems, (d) auditing, (e) or equivalent. Salary will depend on qualifications. Appointments effective July 1, 1987 or by arrangement. Appointments available until positions filled. Send resumes to Dr. Jack R. Hanna, Director, School of Accountancy, University of Waterloo, Waterloo, Ontario N2L 3G1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The availability of these positions is subject to budgetary approval. It is the intention of the University of Waterloo to fill its vacancies with recent Ph.D. graduates wherever possible. Applications from women candidates are particularly welcome.

## ADMINISTRATIVE STUDIES

**QUEEN'S UNIVERSITY.** Faculty of Administrative Studies. Commencing July 1, 1987, faculty positions will be available in the following areas: (a) Accounting, Behavioural Science, Economics, Labour Relations, Finance, Management Information Systems, Management Systems, Marketing, Policy & Environment, Management, Production Management. These positions are subject to budget approval and in accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The availability of these positions is subject to budgetary approval. It is the intention of the University of Waterloo to fill its vacancies with recent Ph.D. graduates wherever possible. Applications from women candidates are particularly welcome.

## AGRICULTURAL ECONOMICS

**UNIVERSITY OF MANITOBA.** Agricultural Economics & Farm Management. The Department of Agricultural Economics and Farm Management invites applications for a tenure track position at the Assistant Professor level. The successful candidate must have a Ph.D. in Agricultural Economics or Economics. Demonstrated competence in teaching and research is desirable as well as familiarity with micro-computer instructional techniques. Some knowledge of Canadian agriculture is desirable. Successful applicants will be expected to teach in diploma, the undergraduate and graduate programs as well as develop research and public service programs in individual and in cooperation with academic staff in Agricultural Economics and other disciplines in the farm management and extension programs. Salary will be given to a Canadian citizen or permanent resident. Both men and women are encouraged to apply. Appointment will be effective August 1, 1987. Please send enquiries and applications to: Dr. J. MacMillan, Head, Department of Agricultural Economics and Farm Management, University of Manitoba, 405 Agriculture Building, Winnipeg, Manitoba, R2T 2N2. Closing date for applications is May 1, 1987.

## ANATOMY

**QUEEN'S UNIVERSITY.** Faculty Position - Anatomy. Applications are invited for a tenure-track position as an Assistant Professor of Anatomy. Minimum requirements are: (1) a Ph.D. in Anatomy and/or M.D. or D.O.S. degree, (2) at least 3 years of postdoctoral research and teaching experience, (3) a strong research program in Ultrastructural Cell Biology, and (4) ability to teach Human Gross Anatomy and Medical Histology to undergraduate students. Successful candidates will be given a copy of their curriculum vitae and letters of recommendation to Dr. M. J. Johnston, Head, Department of Anatomy, Faculty of Medicine, Queen's University, Kingston, Ontario, Canada K7L 3N6.

## Advertising and censorship

**CAUT will not carry advertisements from censored universities. CAUT refuses ads from such universities because the Council explicitly recommends that members not take positions at institutions which have been censored.**

## ANIMAL &amp; POULTRY SCIENCE

**UNIVERSITY OF GUELPH.** Department of Animal and Poultry Science. Researched Associate Position. Position: Researcher in Nutritional Biochemistry. Rank and Salary: \$24,000.00/year. Contractually limited appointment for at least 3 years (subject to renewal and subject to appropriate funding). Starting date: September 1, 1987. Qualifications: A Ph.D. in animal physiology or biochemistry and previous postdoctoral experience in the field. Must have experience in both radioisotope use and experimental surgery. The candidate must be able to develop GC and HPLC procedures for the analysis of ketocids and amino acids. Duties: (1) To conduct research with feeding dairy cows and beef steers on the influence of nutrition on reproductive performance, twin turnover and related energy expenditures; (2) Experimental surgery in dairy cows and beef steers involving placement of indwelling catheters in various tissues such as the hepatic portal vein, carotid artery and mesenteric vein; (3) Supervision and training of laboratory personnel. In the use of GC and HPLC procedures. Applications: Applicants should send a detailed curriculum vitae including names and addresses of three referees to: Dr. B.W. McBride, Department of Animal & Poultry Science, University of Guelph, Guelph, Ontario, N1G 2W1. Telephone: (519) 824-4120 Ext. 3529. In accordance with Canadian Immigration requirements, this advertisement is directed to men and women who are Canadian citizens and permanent residents of Canada.

## ANTHROPOLOGY

**SIMON FRASER UNIVERSITY.** Sociology & Anthropology Department. Vacancies in Anthropology. The department invites applications from qualified anthropologists for a tenure-track position at the Assistant Professor level effective September 1st, 1987. Preferred subfields are Medical Anthropology/Economic Anthropology or the Anthropology of Tourism, with an Asia-Pacific/Pacific Rim regional focus. Remuneration commensurate with qualifications. Letters of application, curriculum vitae and names and addresses of three referees should be sent to the Chairperson of the Appointments Committee, Sociology and Anthropology Department, Simon Fraser University, Burnaby, B.C., V5A 1S6 by May 1st, 1987. This position is subject to final budgetary approval. Preference will be given to candidates eligible for employment in Canada at the time of application.

## ART AND ARTS

**UNIVERSITY OF MANITOBA.** School of Art. The School of Art, University of Manitoba, invites applications for seasonal and term appointments from people able to teach one or a combination of Foundation Design, Foundation Drawing, Advanced Drawing, Lithography (with a working knowledge of printmaking), and Video. The School is also seeking a leave replacement for the Director of Gallery 1. An M.F.A. degree, practical experience, and evidence of some successful teaching experience are all desirable attributes. Both men and women are encouraged to apply. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Submit a curriculum vitae, the names of three referees, and a portfolio of twenty slides or the equivalent by May 30, 1987, to Professor G.W. Scott, Director, School of Art, University of Manitoba, Winnipeg, Manitoba, R2T 2N2.

**MCMASTER UNIVERSITY.** Art. The Department of Art and Art History of McMaster University invites applications for a tenure-track appointment at the Lecturer or Assistant Professor rank. Requirements are an M.F.A. or the equivalent, teaching experience, and an exhibition record. Primary responsibilities will be in the area of introductory and advanced sculpture. The minimum salary for Assistant Professor in 1986/87 is \$27,639. Applications, including curriculum vitae, slides and/or photographs, and letters from three academic referees, should be sent to: Prof. P.H. Walton, Department of Art and Art History, 1280 Main Street West, Hamilton, Ontario L8S 4K1. The appointment will be effective on July 1, 1987. Applications will be accepted until the position is filled. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. McMaster University offers equal employment opportunities to qualified male and female applicants.

## ART EDUCATION

**CONCORDIA UNIVERSITY.** Art Educator. The Department of Art Education and Art Therapy of Concordia University has a full time Art Education position available at the level of Associate Professor. The appointee will teach courses at the undergraduate, diploma, M.A. and Ph.D. levels and supervise M.A. and Ph.D. theses in Art Education. Candidates should have a Doctorate in Art Education. An outstanding record of research and teaching at the university level are essential. A wide range of teaching experience in Art Education and the ability to speak and write French are desirable. Experience in administration or coordination of programs will be considered an asset. Salary will be commensurate with the individual's qualifications and experience. Letters of application must be accompanied by a complete curriculum vitae and the names of three people who will be prepared to serve as referees. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Please address all applications to: Search Committee, Attention: David Peiser, Department of Art Education and Art Therapy, Faculty of Fine Arts, Concordia University, 1505 Dorchester Blvd., West, Montreal (Quebec) Canada H3G 2M5.

## ART HISTORY

**UNIVERSITY OF SASKATCHEWAN.** Art

## Publicité et Censure

**L'ACPU refuse les annonces des universités frappées de la censure parce que le Conseil recommande explicitement aux membres de ne pas accepter de poste dans l'une des universités.**

**History.** Ten-month sabbatical leave Art History is placement beginning September 1, 1987. Ungraduate courses in three areas: Ancient, Canadian, Gothic, Late Renaissance, Baroque, Methodology. Salary of \$1,840 per month plus 1588/87 scale increase, moving expenses one way travel. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Application: C.V., of prints and three reference letters to be sent to Professor K.T.M. Bell, Art and Art History, University of Saskatchewan, Saskatoon, S7N 0W0. Deadline date is May 30, 1987.

**NOVA SCOTIA COLLEGE OF ART AND DESIGN.** Art History. Initial three-year appointment at the rank of Assistant or Associate Professor. Contract to commence July 1, 1987. Responsibilities: to teach survey courses and undergraduate electives including Canadian Art. A minimum of three years of teaching experience are desirable. Salary dependent upon qualifications and according to the College salary grid. In accordance with Canadian Immigration regulations, this notice is directed to Canadian citizens and permanent residents. Closing date: April 30, 1987. Advertisements for applications should be sent to: Prof. M.H. Walton, Curriculum Vitae and names of references to: Scott MacDougall, Dean of Arts, Nova Scotia College of Art and Design, 5163 Duke Street, Halifax, Nova Scotia, B3J 3J6. Please refer to file No. 501 in your letter.

**QUEEN'S UNIVERSITY.** Art History. Art History. Initial three-year appointment at the rank of Assistant or Associate Professor. Contract to commence July 1, 1987. Responsibilities: to teach survey courses and undergraduate electives including Canadian Art. A minimum of three years of teaching experience are desirable. Salary dependent upon qualifications and according to the College salary grid. In accordance with Canadian Immigration regulations, this notice is directed to Canadian citizens and permanent residents. Closing date: April 30, 1987. Advertisements for applications should be sent to: Prof. M.H. Walton, Curriculum Vitae and names of references to: Scott MacDougall, Dean of Arts, Nova Scotia College of Art and Design, 5163 Duke Street, Halifax, Nova Scotia, B3J 3J6. Please refer to file No. 501 in your letter.

## BIOCHEMISTRY

**McGILL UNIVERSITY.** Dept. of Biochemistry. Research Assistant Ph.D. experience in enzymology, mRNA analysis and gene regulation is essential. Salary: Minimum \$20,000 per annum commensurate with experience. Appointment: Commencing July 1, 1987 and renewable for three years in accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Submit curriculum vitae including references and a list of publications to: Dr. E.A. McRighan, Dept. of Biochemistry, McGill University, 3655 University Street, Montreal, Quebec, H3G 1Y6.

**UNIVERSITY OF VICTORIA.** Biochemist. The Department of Biochemistry and Microbiology invites applications for a Seasonal Lecturer. Primary duties will be to teach Bi-

chemistry at the undergraduate level. Appointment will include opportunity for research collaboration. Salary: \$24,000 for the period. Closing date for applications: May 1, 1987. Curriculum vitae available September 1, 1987 to April 30, 1988 and will be made in accordance with Canadian Immigration requirements. Priority will be given to Canadian citizens and permanent residents of Canada. E-mail opportunity will be given to male and female applicants. Applications to: Dr. R. Poddap, Administrative Officer, Department of Biochemistry and Microbiology, University of Victoria, P.O. Box 1800, Victoria, B.C. V8X 2Y2.

**UNIVERSITY OF VICTORIA.** Department of Biochemistry and Microbiology. NSERC University Research Fellowship. Applications are invited for an NSERC University Research Fellowship position in the Department of Biochemistry and Microbiology. Candidates should possess a Ph.D. degree and have postgraduate experience in molecular aspects of prokaryotic or eukaryotic cells. The successful candidate will be nominated by the University for an initial five year term as an NSERC University Research Fellow. Duties will include an active research program, supervising graduate students, and conducting a limited amount of teaching. Appointment, including curriculum vitae, details of research interests and names of three referees should be sent to: Dr. W.W. Xie, Chairman, Department of Biochemistry and Microbiology, University of Victoria, P.O. Box 1700, Victoria, B.C. V8W 2Y2 before May 15, 1987. The University of Victoria offers equal employment opportunities to qualified male and female applicants. NSERC regulations require that University Research Fellowship nominees be Canadian citizens or permanent residents at the time of nomination.

## BIOLOGY

**UNIVERSITY OF NEW BRUNSWICK.** Department of Biology. Contingent upon final budgetary approval, the Biology Department seeks to fill three tenure-track positions: Developmental Biology, Plant Ecology, and Environmental Physiology. Successful candidates must have a Ph.D. and be committed to research and teaching. The successful candidates will be expected to develop vigorous research programs, interacting with existing researchers. In addition they will participate in undergraduate and graduate teaching. The main undergraduate teaching in these positions will include introductory botany, general ecology, and upper year courses in their respective fields. Applicants should submit a letter of application, a statement of their research interests, and a curriculum vitae with names of three potential referees to: Dr. R. T. Ridgway, Chairman, Department of Biology, University of New Brunswick, Box 5400, St. John's, New Brunswick, N.B. A5B 4X1. Closing date is May 1987 or as soon as appointments are filled. The positions begin July 1987. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Submit curriculum vitae including references and a list of publications to: Dr. E.A. McRighan, Dept. of Biochemistry, McGill University, 3655 University Street, Montreal, Quebec, H3G 1Y6.

**UNIVERSITY OF VICTORIA.** Biochemist. The Department of Biochemistry and Microbiology invites applications for a Seasonal Lecturer. Primary duties will be to teach Bi-

ology, including teaching of laboratories and tutorials, development of comprehensive lab manuals, administration of classes, and supervision of demonstrators and evaluation of student performance. Qualifications should include a B.Sc. or M.Sc. degree in Botany in Ecology, field biology and computer skills. Salary according to qualifications and experience as determined by the Collective Agreement. Submit curriculum vitae and references to: Administrative Officer, Department of Biology, Dalhousie University, Halifax, Nova Scotia, B3H 4J1. The closing date for receipt of applications will be when the position is filled. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Dalhousie University has a policy of affirmative action with respect to the employment of women.

**YORK UNIVERSITY.** Faculty of Science. Department of Biology. Applications are invited for a tenure-track position, which may be filled at a senior or junior level depending upon qualifications and experience of the applicant. We seek a Plant Cell/Molecular Biologist with a Ph.D. degree in Plant Biology, algal or fungal biology and current research emphasis in cell or molecular biology. An established senior research programme is paramount but not essential. Career salary is very important. The starting date for this appointment is September 1, 1987. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. For application, curriculum vitae and arrange to meet with the search committee, contact Dr. A.S.M. Saleuddin, Chairman, Search Committee, Department of Biology, York University, North York, Ontario, M3J 1P3. Closing date for receipt of applications is May 1, 1987.

**UNIVERSITY OF TORONTO.** Molecular and Cellular Aspects of Regulatory Biology. The Department of Molecular and Cellular Aspects of Regulatory Biology, University of Toronto, is seeking candidates for the position of Assistant Professor. The position is available July 1, 1987 and will carry an initial appointment of five years. Successful candidates should have a strong research background and be prepared to develop a research program in Molecular and Cellular Aspects of Regulatory Biology (for example, in the areas of Molecular Mechanisms of Signal Transduction, Regulation of Gene Expression). The successful candidate will be expected to attract independent research grants, to spend at least 75% of his/her time in research and to participate in graduate and undergraduate teaching. Applicants should forward Curriculum Vitae, an outline of research interests and three letters of reference to: Dr. David H. MacLennan, Professor and Chairman, Banning and Best Department of Medical Research, University of Toronto, 112 College Street, Toronto, Ontario, Canada M5S 1L5. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada, but foreign applications are encouraged.

**UNIVERSITY COLLEGE OF CAPE BRETON.** Prokaryotic Biologist. Applications are invited for a prokaryotic biologist for a tenure-track position. Assistant Professor or Associate Professor or before Jan. 1, 1988 with respect to budgetary approval. Postdoctoral experience, research in a related field and teaching ability in introductory Biology and two or more areas including immunology, molecular biology, molecular genetics and electron microscopy are assets. Send C.V. and names of three referees to: Dr. M. Samadpour, Chair, Dept. Mathematics and Natural Sciences, University College of Cape Breton, P.O. Box 5000, Sydney, N.S., B1P 6L2. In accordance with Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Closing date is July 31, 1987.

**McGILL UNIVERSITY.** REDPATH MUSEUM. Research Fellowships in Biology and Paleontology. The Redpath Museum, McGill University, invites applications from Canadian citizens and landed immigrants in Canada who wish to be sponsored by NSERC for Research Fellowships. The Museum has important research programs in the areas of Paleontology, Paleobotany, Malacology, Mammalogy and Mineralogy. NSERC University Research Fellowships are

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CAUT Insurance Trust, P.O. Box 3528, Stelton C, Ottawa, Canada K1Y 4G1

Administrateur de l'Assurance de l'ACPU, C.P. 3528, succursale C, Ottawa, Canada K1Y 4G1.

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4. RÉGIME D'ASSURANCE EFFETS PROFESSIONNELS livres, ordinateurs, etc.

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Address/Adresse \_\_\_\_\_  
City/Ville \_\_\_\_\_ Province \_\_\_\_\_ Code \_\_\_\_\_



**UNIVERSITY OF ALABAMA** Department of Economics. Applicants are invited from candidates with a strong commitment to undergraduate teaching research for a term position which will become available to the 1987-88 academic year at the rank of lecturer or assistant professor. Candidates should have a Ph.D. in Economics or a related field, preferably with a strong record in teaching and research. Duties will include teaching the Principles of Economics, Microeconomics, and Resource Economics or Industrial Organization. Position will be effective July 1 or September 1, 1987. The salary range is \$9,668 to \$12,668. For actual salary and other information, contact the following:















**Spanish Language and Literature** courses at the undergraduate level. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Acadia University is an Equal Opportunity Employer. Interested individuals should ask three referees to send confidential letters, and should themselves forward a letter of application, a detailed curriculum vitae, and a transcript of Academic Record to: Dr. S. Thon, Head, Department of Spanish, Acadia University, Wolfville, Nova Scotia, B0P 1X0. Deadline for applications - Until the position is filled.

**THEOLOGY**  
UNIVERSITY OF ST. MICHAEL'S COL-  
LEGE. Appointment in Religious Educa-

Faculty, University of St. Michael's College, Faculty of Theology, invites applications for examinations for a future-stress appointment to the position of Associate Professor of Theology. The appointee must have a minimum of the equivalent of associate professor level to begin July 1988 or earlier. Teaching in programs offered in conjunction with the University of St. Michael's College and the School of Theology leading to both basic degrees (M. Div., M.R.E.) and advanced degrees (Th.M., Th.D., D.Min.), as well as M.A. and Ph.D. degrees in conjunction with the University of St. Michael's College. Interest and ability in program development. Graduate study in Catholic theology and familiarity with Catholic social systems desired. Salary arrangements in accordance with standards of the University of the Institute. In keeping with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of the United States of America. For consideration, curriculum vitae and the names of three referees may be sent to Dean Michael

A. Fahey, Faculty of Theology, University of St. Michael's College, 81 St. Mary Street, Toronto, Ontario, M5S 1J4; Telephone: (416) 926-7140

**CONCORDIA UNIVERSITY, Theological Studies.** The Department of Theological Studies, Concordia University invites applications for a full-time position to teach systematic theology, particularly ecclesiology and sacramentology with ability to supervise a graduate theological colloquium and referee theses. Preference will be given to candidates with a Ph.D. in Theology and a considerable research record and/or publications and a strong familiarity with Roman Catholic tradition. Term of appointment: August 31, 1987 - May 31, 1988. Starting salary at assistant level is \$29,400/ann. plus benefits. For consideration, send your curriculum vitae and references to the requirements. This advertisement is directed primarily to Canadian citizens and permanent residents of Canada. Curriculum vitae and names of referees should be sent no later than June 1, 1987, to: The Department of Theological Studies, Concordia University, 7141 Sherbrooke St. West, Montreal, Quebec H3T 1K6.

Quebec, H4B 1R6

**TRADUCTION**

**UNIVERSITÉ CONCORDIA. Professeur de traduction/traduction. Le Département d'études françaises recherche un professeur-adjoint. Ce poste est offert sous réserve d'approbation budgétaire à compter du 1er juin 1987 et il peut mener à la permanence. Les candidats et candidates sont titulaires d'un doctorat ou de l'équivalent, ont à leur actif des recherches et des publications dans le domaine de la didactique ou de la théorie de la traduction ainsi que de l'expérience dans la pratique et l'enseignement de la traduction. Les**

fonctions consistent à faire de l'enseignement (théorie et/ou histoire de la traduction, cours pratiques de traduction ou de rédaction), de la recherche in-

dividuelle ou en équipe et à participer à l'administration des programmes de traduction du Département. La rémunération et les autres conditions seront établies selon la convention collective des ordonnés. Les résidents candidats de l'immigration, la présence sera accordée aux citoyens canadiens et aux résidents permanents. Envoyer son curriculum vitae ainsi que les demandes de renseignements à Mme M. Cetryn, professeur, ordonné, Département de médecine française, Université Concordia, 1455, boulevard de Maisonneuve Ouest, bureau ER-400-7, Montréal (Québec) H3G 1M8

UNIVERSITÉ DE MONTREAL. Faculté de Médecine Vétérinaire. Postilans lor Research Associates. The "Centre de recherche en reproduction animale"

The C.R.R.A. has positions available for a senior research associate and a research associate in the field of animal reproduction. Senior research associate. Candidates must have a Ph.D. and several years of research experience, preferably in molecular biology, with a particular ability to obtain and maintain funding, attract and supervise graduate students. Research associate. Candidates must have a Ph.D. and one or two years of post-doctoral experience. The research program at the C.R.R.A. is oriented toward early embryonic development and the molecular and genetic mechanisms in successful candidates will be expected to establish their own research projects related to the molecular and genetic mechanisms involved in early embryonic development and establishment of pregnancy. The applicants must be willing to relocate to the laboratory within the first six weeks. The initial appointment will be for

3 years. Applicants should send their curriculum vitae together with a brief description of research interests and the names of 3 referees to: Dr. Alan K. Gott,

names of 3 veterinarians: Dr. Alain Le Goff, Centre de recherche en reproduction animale, Faculté de médecine vétérinaire, Université de Montréal, C.P. 5000, St-Hyacinthe, Québec, Canada, J2S 7C6. All interested candidates are encouraged to apply, but, in accordance with Canadian immigration regulations, preference



